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ABSTRACT

Over the years, the responses of men and women to interest inventories have shown large differences that, in the interests of sex-fairness, have necessitated separate scales and norms for empirically built inventories. The degree of overlap between scores on male- and female-normed scales quickly identifies the individual with sex-typical or sex-atypical interests. The Kuder Occupational Interest Survey (KOIS) Report of Scores makes it possible to easily identify overlapping scores, since scores are ranked separately by norm group in a side-by-side arrangement. A number of criterion group profiles and of individual representative sex-typical and sex-atypical profiles illustrate the relation between interests and values. This relation and the implications of overlapping and nonoverlapping scores are important issues in career counseling. (Author)

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Sex-Atypical Interests--and Inferred Values--of Ns of One

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Running Head: Sex-Atypical Interests

Sex-Atypical Interests--and Inferred Values--of Ns of One[1]

Esther E. Diamond

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A search of the literature reveals little consistency in the way values are defined, and almost no information about the values of women as differentiated from those of men.

"Of all the structures through which human possibilities are selected and actualized in individuals," Tyler (1978) has stated, "value systems are the most comprehensive and probably the least understood" (p. 131). The term values, she points out, has been variously defined, and there is still considerable ambiguity about which psychological characteristics belong in this category. Among the many definitions she cites is use of the term as a "tendency to prefer one thing to another" (p. 131). In general, the writers she cites agree that a value is "a firmly held belief that may govern preferences and choices of a fundamental, nontrivial kind" (p. 131).

Interests and Values

Tyler sees interest patterns, like value patterns, as structures for processing possibilities. "What may govern one person's choices, occupational or otherwise, is a value structure in which comfort and security rank very high" (1978, p. 147). These structures enable the individual to select and develop a unique assortment of possibilities from among those available.

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[1] Paper presented at the annual meeting of the American Educational Research Association, Boston, April 1980, as part of the symposium Tailoring Counseling Approaches: Research on the Career-Related Values and Interests of Sex-Typical and Sex-Atypical Women and Men. The views expressed here are those of the author and do not necessarily represent those of Science Research Associates. This paper may not be distributed or reproduced without prior written consent of the author.

Katz (1973) sees values as distinct from interests in that they "refer to the worth of outcomes and results of an activity rather than to the 'function pleasure' derived from performing the activity" (p. 117). Thus, high income may be an occupational value, but how one likes to attain that income is, according to Katz, an expression of occupational interests.

Gordon (1975) views values as constructs representing generalized behaviors and states of affairs considered by the individual to be important. He considers interests to be somewhat less general than values--related to specific activities or classes of activity, and one of the principal determiners of occupational choice, along with abilities and values.

Osipow (1968), discussing the relation of interests and career development, stated that "The social systems and values approaches are likely to view interests as reflections of the forces of society and family" (p. 231).

Super (1957) saw a strong resemblance between values and interests, and maintained that "tests designed to measure them can be used almost interchangeably. Values, however, seem to represent something more basic than interests" (p. 50). In his Work Values Inventory (1970) he defined values as goals that motivate people to work--the satisfactions they seek in their jobs (intrinsic values) or outcomes or concomitants of their jobs (extrinsic values). He defined fifteen work values, including altruism, aesthetics, creativity, prestige, management, independence, economic returns, and supervisory relations.

According to Pryor (1979), when researchers and theorists discuss work values they are really discussing preferences rather than values. Work values, Pryor

maintains, are concerned with what individuals like or prefer in an occupation rather than what they think is good in the sense that it ought to be sought or done. For example, job security and variety, often listed as work values, do not have their motivational foundations in personal morality. Pryor suggests that in counseling, the term work aspect preference be used; work aspect preferences focus on work qualities, while interests focus on work activities.

What can we conclude about the relationship between interests and values from all of the foregoing? It would seem that both work values and occupational interests are concerned with aspects of work one considers important--for example, independence, recognition, achievement, leadership, social service, creativity, monetary success, power, challenge, and interpersonal relationships. Scientific interest might incorporate the values of pursuit of knowledge and reason, and intellectual stimulation. Artistic interest incorporates the values of beauty, harmony, and creativity.

Thus, the choices an individual marks on, for example, the Kuder Occupational Interest Survey (KOIS) Form DD--in each triad, the activity he or she prefers most and the activity he or she rejects, in effect ranking all three activities--add up, over 100 triads, to an expression of what may be an operational representation of his or her value system. (The justification for this statement depends largely on which of the many definitions of values we employ.)

The person making a choice, for example, between helping people in need, always telling the truth, and always having enough to live comfortably is expressing a value. So is the person choosing between working out his or her own way of doing a job, being given directions for doing the job, and receiving general directions but having the responsibility for working out the details. Simi-

larly, to choose between having good health, having high social position, and having good friends, or between having many friends, having a big family, and having a great deal of money is to express a value choice, not just an activity preference.

Most of the triads in the KOIS, to be sure, deal with work activity preferences that might not easily translate into values. However, it is not the single response but rather the overall pattern of responses from which value inferences can be made.

What Women Want in Their Work

What about the values women seek in their work? Nieva and Gutek (1979) surveyed the literature on what women want, expect, and get from their jobs. They found no real sex differences in the degree of importance attached to intrinsic job factors like challenge and autonomy. Women were, however, more concerned than men with comfortable surroundings, good hours, and good transportation, and with socioemotional factors such as pleasant co-workers. Gutek and Nieva (1979) found that men tended to choose more prestigious occupations than women did. They saw avoidance of prestige as a variable in itself--a work value that might be important to many women.

To what extent do work values--or work preferences, or occupational interests, terms I will use in place of values for most of the remaining discussion--differ for the two sexes? One way of ascertaining this is to examine the degree of overlapping of KOIS scores on scales normed separately on male and female criterion groups. Because men and women--even those in the same occupation--respond

differently to many of the items in an interest inventory, it has been found to be more sex-fair to form separate criterion groups for empirically built scales wherever possible (Diamond, 1975; Kuder & Diamond, 1979). This has not been possible for all occupations where one sex or the other is dominant, and because men are dominant in so many more occupations than women, most empirically scaled interest inventories have more scales normed on men than on women. Until such time as the options suggested by these inventories are equalized for men and women, the best solution--and one that is mandated by the Office for Civil Rights (Diamond, 1975)--appears to be to offer scores on all scales, regardless of norm group, to all respondents.

Although KOIS scores for an individual may be lower on twin scales--those normed separately on males and females for the same occupations or college majors--they tend to fall roughly in the same rank order on the two sets of norms (Diamond & Raju, 1977; Zytowski & Laing, 1978). Rank order on the twin scales facilitates judgments about scores normed only on the other sex that fall between twin-scale ranks. The greater the degree of overlapping of scores on male- and female-normed scales, the greater the degree of confidence we can place in the scores on other-sex norms. Men and women with sex-atypical or androgynous interests will have score reports that have considerable overlap. Men and women with sex-typical interests will have score reports with virtually no overlap.

Criterion Group Profiles

Before I deal with individual profiles--the Ns of one in the title of this paper--let us look at some profiles for entire criterion groups. These were obtained by marking KOIS answer sheets with the modal responses of the respective criterion groups. And since the KOIS score is a correlation between the individual's re-

sponses and the modal responses of the criterion group, a perfect correlation (.99, because the computer program limits the scores to two digits) is the group's score on its own scale.

Here is the score report for the criterion group of male physicians (Figure 1). Scores are reported in rank order under each column heading, separately by sex norms. (For a discussion of significant score differences, see Kuder, 1977, and Kuder & Diamond, 1979.)

Insert Figure 1 about here

Note that there is very little overlap with scores on female norms, except for related occupations such as physical therapist and X-ray technician, until we get to the lowest scores on occupational scales. (Because of time limitations, I will not deal with college major scores here, although the rationale described for the occupational scales applies to the college major scales as well--except that the college major scales represent interests at the professional and technical levels only.)

For the criterion group of women physicians, however, there is considerably more overlap, as figure 2 illustrates.

Insert Figure 2 about here

Women physicians appear to be less sex-typical in their interests than are their male counterparts. Their interests also seem to be more social-service oriented, according to the ranks of their scores in the upper part of the first column. For example, School Social Worker ranks third on female norms, and Physical Therapist,

Audiologist/Speech Pathologist, Pediatrician, Psychologist and Clinical Psychologist, and Psychiatrist rank just below these. Some of these scores are on female norms and some are on male norms.

Similar between-sex differences can be found in the score profiles for the criterion groups of male and female lawyers (Figures 3 and 4, respectively).

Insert Figures 3 and 4 about here

Among the highest scores for the female criterion group are Dean of Women, High School Counselor, Psychologist, Social Caseworker and Medical, Psychiatric, and Group Social Worker, and Counseling Psychologist. As Harmon (1975) has observed, male lawyers practice corporate law, while female lawyers practice social law. While this situation may be changing, it is undoubtedly still true for the majority of male and female lawyers today.

Engineers provide a more dramatic illustration of the same phenomenon. The only overlapping score of any significance for male electrical engineers (Figure 5) is the Engineer score on female norms.

Insert Figure 5 about here

But for women engineers there is considerable overlap at the high end of the occupational score distribution. And while, in general, women engineers appear to be less social-service oriented than, say, women lawyers or physicians, their scores at the upper end include School Social Worker (female norms), as you can see in Figure 6.

Insert Figure 6 about here

Another indication of the sex-atypical interests of women engineers is the score distance between the M (general reference group of men) and the W (general reference group of women) scores in the lower righthand corner of the score report. It is .10 for the women engineers, but .28 for the men.

Here is the profile for the male police officer criterion group (Figure 7).

Insert Figure 7 about here

As a group, they are highly sex-typical; the entire first column of occupational scores has not a single case of overlap. The distance between their M and W scores is .35.

The same is true for male plumbing contractors (Figure 8).

Insert Figure 8 about here

Women veterinarians, to my surprise (they are only a very small percentage of a male-dominated field) are highly sex-typical in their interests. As Figure 9 shows, virtually the entire list of female-normed scores is printed out before the first score on male-normed scales appears.

Insert Figure 9 about here

Again, though, while both male and female veterinarians deal with animals, they actually do not deal with the same kinds of animals. Males generally work with large farm or ranch animals; females work with small domesticated animals of the household pet variety. Their work environments differ.

The male psychiatrist criterion group is highly androgynous or sex-atypical in its interests (Figure 10).

Insert Figure 10 about here

Note the extent to which the scores on male and female norms overlap. The distance between the M and W scores is only .03.

Computer programers provide another example in which the female criterion group score report (Figure 11) shows much more extensive overlap of scores on the two sets of norms than does the score report for the male criterion group (Figure 12).

Insert Figures 11 and 12 about here

Note that the distance between the M and W scores is only .07 for the female group, but .22 for the male group.

The last criterion group comparison I would like to show is for two female criterion groups in the same field but at different occupational levels--dental assistant and dentist (Figures 13 and 14, respectively).

Insert Figures 13 and 14 about here

The dental assistant criterion group appears to be quite sex-typical in interests. There is little overlap with male-normed scores at the upper end. Among the higher-ranking scores are those for a number of the low-level occupations into which women are traditionally slotted--occupations with a great deal of routine and with relatively little challenge or prestige, such as office clerk, beautician, secretary, and bookkeeper. The score report for women dentists, on the other hand, exhibits much more overlap with male-normed scores. Among the highest scores on both sets of norms are those for professional occupations requiring far more education and carrying far more prestige than does the occupation of dental assistant--for example, physician, computer programer, engineer, pediatrician, and psychiatrist. Here, too, we see a sizeable difference in distance between M and W scores--.09 for dentists, but .32 for dental assistants.

Inspection of score reports for other criterion groups of women at the high and low ends of the occupational hierarchy reveals similar job-level differences: Women at the high end tend to be more androgynous or sex-atypical in their interests than women at the low end, as Diamond (1971) found in analyzing scores on four experimental scales--Male, Female, High Occupational, and Low Occupational. The findings, she suggested, might reflect the fact that, for women, interest in attaining a high occupational level may be consonant with living in a "man's world."

Ns of One

Let us move now from criterion group profiles to Ns of one, examining a small but varied group of score reports representative of those a counselor might typically be expected to deal with.

Figure 15 is that of a female manager with a Ph.D. in social psychology and communications. She is moving up rapidly in a large business organization, and upward mobility is high on her agenda. At the same time, she has expressed a desire to teach at a university at some point in her career. She also has a husband and a child, but so far has managed to escape the more serious aspects of home-career conflict that many career women experience.

Insert Figure 15 about here

Her score report shows her to be highly androgynous in her interests; her scores on male- and female-normed scales overlap greatly. Her highest scores on male-normed scales would, if she were not already well on her way in her career, suggest options to her that are not available on female norms--for examples, travel agent (she enjoys travel and planning trips), industrial psychologist, personnel manager (an occupation in which she is currently employed), and radio station manager (remember, her Ph.D. is in social psychology and communications). Her low scores are on scales for the traditional occupations of both women and men. Her M score is .40, her W score .49.

Figure 16 is the score report of a woman whose highest score--Computer Programer--is on a male-normed scale, although her female-normed Computer Programer score is only a trifling .02 lower. Her M score is also .02 higher than her W score.

Insert Figure 16 about here

Her high scores on both sets of norms seem to be quite consistent with each other; among them, in addition to Computer Programer, are Psychologist, Engi-

neer, and Clinical Psychologist on female norms, and Psychology Professor, Statistician, and Clinical, Industrial, and Counseling Psychologist on male norms. Her high scores on female norms also include Dentist and School Social Worker. Note that her high scores on male norms include several that are not represented on female norms--for example, in addition to Statistician and Industrial Psychologist, they include Mathematician and Optometrist. Her low scores, like those for the woman in Figure 15, are on scales for traditional male and female occupations.

Figure 17 is a score report for a woman with highly traditional interests.

Insert Figure 17 about here

Her scores on male-normed scales do not appear until almost all female-normed scores have been printed out. Her highest scores are for the occupations that are more traditional for her sex. With so little score overlap, not much confidence can be placed in her highest male-normed scores (Kuder & Diamond, 1979). Her lowest male-normed scores are for such traditionally male occupations as the engineering occupations and the skilled trades.

Figure 18 is a score report for a woman who is somewhat unique in that she shares the traditional occupational interests of both men and women.

Insert Figure 18 about here

Her highest scores on female norms include Beautician, Office Clerk, Bookkeeper, Dental Assistant, Department Store Salesperson, Bank Clerk, and Secretary. On male norms her highest scores are Carpenter, Truck Driver, Postal Clerk, Auto

Mechanic, Welder, Machinist, Bricklayer--among others. On both sets of norms, her lowest scores are on the professional and social-service-oriented scales. Her W score is .09 higher than her M score.

The last figure, Figure 19, is a score report for what might be considered the classically traditional male. His highest scores are on the skilled trades occupations (male norms). The first instance of overlap with female-normed scores is far down in the first column of the report--his score on the female-normed Engineer scale, which represents a nontraditional occupation for women but a traditional one for men. His lowest scores are on the social-service-oriented occupational scales, on both male and female norms, and on scales for low-level occupations traditional for women (female norms).

Conclusion

In the practical sense, the differences in definition between work values and occupational interests would seem to make little difference. In a counseling situation, it may be difficult to distinguish between the two, assuming agreement could be reached on definitions. The preferences expressed by counselees--what they look for in the work environment, the kinds of intrinsic and extrinsic satisfactions for which they express a preference--will indicate the wisest choices for them, given the requisite abilities.

The woman or man with highly traditional interests will most likely not seek the kinds of intrinsic or extrinsic satisfactions unique to those occupations that attract mainly the members of the other sex or those in which both women and men of highly androgynous, or sex-atypical, interests can be found.

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Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME >PHYSICIAN — SEX NOT CODED — DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>PHYSICIAN	.99*	
OSTEOPATH	.96*	
>DENTIST	.95*	
>X-RAY TECHNICIAN	.93*	
PEDIATRICIAN	.92	
PHARMACIST	.92	
>VETERINARIAN	.92	
>PHYS THERAPIST	.91	
>SCIENCE TCHR, HS	.89	
ENGINEER, ELEC	.88	
METEOROLOGIST	.88	
OPTOMETRIST	.88	
>MATH TCHR,HI SCH	.87	
CHEMIST	.86	
ENG,MINING/METAL	.86	
ENGINEER, CIVIL	.85	
ENG,HEAT/AIR CON	.85	
FORESTER	.84	
SCHOOL SUPT	.84	
TV REPAIRER	.84	
ENGINEER, MECH	.83	
>BOOKSTOR MANAGER	.82	
>NURSE	.82	
>BANKER	.80	
MATHEMATICIAN	.80	
PSYCHIATRIST	.80	
>PHYS THERAPIST		.79*
PLUMBING CONTRAC	.79	
PODIATRIST	.79	
POSTAL CLERK	.79	
>BOOKKEEPER	.78	
BLDG CONTRACTOR	.78	
BUYER	.78	
>COMPUTR PROGRAMR	.78	
>COUNSELOR,HI SCH	.78	
PSYCHOLOGY PROF	.78	
REAL ESTATE AGT	.78	
SUPERVSR,INDUSTR	.78	
BRICKLAYER	.77	
COUNTY AGRI AGT	.77	
FARMER	.77	
>LAWYER	.77	
PLANT NURSRY WKR	.77	
PRINTER	.77	
>X-RAY TECHNICIAN		.76*
ELECTRICIAN	.76	
>FLORIST	.76	
>INSURANCE AGENT	.76	
PLUMBER	.76	
POLICE OFFICER	.76	
WELDER	.76	
>SCIENCE TCHR, HS		.75*
ELEM SCHL TCHR	.75	
AUTO MECHANIC	.74	
MACHINIST	.74	
PHOTOGRAPHER	.74	
PSYCH,COUNSELING	.74	
SALES ENG,MT/AIR	.74	
CLOTHIER, RETAIL	.73	
ENGINEER, INDUS	.73	
PAINTER, HOUSE	.73	
STATISTICIAN	.73	
PERSONNEL MANAGR	.72	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>PSYCH, CLINICAL	.72	
>DENTIST		.71
>PHYSICIAN		.71
RADIO STATON MGR	.71	
>AUDIOL/SP PATHOL	.70	
CARPENTER	.70	
PSYCH,INDUSTRIAL	.70	
>SOCIAL CASEWORKR	.70	
>SOC WORKER,PSYCH	.70	
TRAVEL AGENT	.70	
>COMPUTR PROGRAMR		.69
SOC WORKR,SCHOOL		.69
ARCHITECT	.69	
DENTAL ASSISTANT		.68
PHARMACEUT SALES	.68	
TRUCK DRIVER	.68	
>ACCOUNTANT		.67
HOME EC TCHR COL		.67
>MATH TCHR,HI SCH		.67
JOURNALIST	.67	
MINISTER	.67	
YMCA SECRETARY	.67	
ENGINEER		.66
>NURSE		.66
PSYCHOLOGIST		.66
>ACCT,CERT PUBLIC	.66	
>LIBRARIAN	.66	
OCCUPA THERAPIST		.64
>BOOKSTOR MANAGER		.63
DIETITIAN,SCHOOL		.63
>SOC WORKER,GROUP	.63	
DIETITIAN, ADMIN		.62
>BANKER		.61
NUTRITIONIST		.61
AUTO SALESPERSON	.61	
UNIV PASTOR	.61	
>BOOKKEEPER		.60
>COUNSELOR,HI SCH		.60
DEAN OF WOMEN		.60
>FLORIST		.60
>LAWYER		.60
>PSYCH, CLINICAL		.60
SECRETARY		.60
SOC WORKER,MEDIC		.60
BEAUTICIAN		.59
>SOCIAL CASEWORKR		.59
STENOGRAPHER		.59
>AUDIOL/SP PATHOL		.58
PRIMARY SCH TCHR		.58
>SOC WORKER,GROUP		.58
BANK CLERK		.57
>LIBRARIAN		.57
OFFICE CLERK		.57
>VETERINARIAN		.57
HOME DEMONST AGT		.56
>SOC WORKER,PSYCH		.56
>INS AGT/UNDRWRTR		.55
RELIGIOUS ED DIR		.52
DEPT STORE SALES		.51
>INTERIOR DECORAT	.51	
>INTERIOR DECORAT		.46

COLLEGE MAJOR SCALES	NORMS M	NORMS F
PREMED/PHAR/DENT	.82*	
>BIOLOGICAL SCI	.80*	
FORESTRY	.80*	
ENGINEERING,ELEC	.79*	
PHYSICAL SCIENCE	.79*	
>ELEMENTARY EDUC	.76*	
>MATHEMATICS	.76*	
AGRICULTURE	.75	
>PHYSICAL EDUC	.75	
ENGINEERING,CHEM	.74	
ENGINEERNG,CIVIL	.74	
ANIMAL HUSBANDRY	.72	
ENGINEERING,MECH	.72	
>BIOLOGICAL SCI		.69*
HEALTH PROFES		.69*
>PSYCHOLOGY	.68	
>SOCIOLOGY	.67	
>MATHEMATICS		.66*
NURSING		.66*
AIR FORCE CADET	.66	
>PHYSICAL EDUC		.64*
>FOREIGN LANGUAGE	.64	
BUS ACCT AND FIN	.63	
BUS MANAGEMENT	.63	
ECONOMICS	.61	
LAW-GRAD SCHOOL	.61	
TCHG CATH SISTER		.60
>HISTORY	.60	
>MUSIC & MUSIC ED	.60	
MILITARY CADET	.60	
>PSYCHOLOGY		.57
BUS & MARKETING	.57	
SOCIAL SCI, GENL		.56
HOME ECON EDUC		.55
ARCHITECTURE	.55	
>POLITICAL SCI	.55	
>ELEMENTARY EDUC		.54
>HISTORY		.54
BUS ED & COMMERC		.53
>FOREIGN LANGUAGE		.53
>ENGLISH	.52	
>SOCIOLOGY		.51
>MUSIC & MUSIC ED		.50
>POLITICAL SCI		.47
>ENGLISH		.44
>ART AND ART EDUC	.44	
>ART AND ART EDUC		.41
DRAMA		.35

V 59

M	.90	S	.75
MBI	.19	F	.86
#	.67	D	.50
MBI	.19	MD	.60

Your scores are reported to you in rank order on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 1. Score report for male physician criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME >PHYSICIAN SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>PHYSICIAN		.99*
>DENTIST		.98*
SOC WORKR.SCHOOL		.98
>PHYS THERAPIST		.89
>AUDIOL/SP PATHOL		.85
>COMPUTR PROGRAMR		.85
>NURSE	.84*	
PEDIATRICIAN	.84*	
PSYCHOLOGIST		.83
>PSYCH. CLINICAL		.82
>AUDIOL/SP PATHOL	.82*	
ELEM SCHL TCHR	.82*	
OCCUPA THERAPIST		.81
PSYCHIATRIST	.81*	
ENGINEER		.80
HOME EC TCHR COL		.79
>SOCIAL CASEWORKR		.79
>SOC WORKER.PSYCH		.79
NUTRITIONIST		.78
>SCIENCE TCHR. HS		.78
>BOOKSTOR MANAGER		.77
DIETITIAN. ADMIN		.77
SOC WORKER.MEDIC		.77
STENOGRAPHER		.76
>SOC WORKER.GROUP		.75
>X-RAY TECHNICIAN		.75
>PHYS THERAPIST	.75	
>LIBRARIAN		.74
ARCHITECT	.74	
>LIBRARIAN	.74	
MATHEMATICIAN	.74	
DEAN OF WOMEN		.73
PRIMARY SCH TCHR		.73
CHEMIST	.73	
OPTOMETRIST	.73	
>PHYSICIAN	.73	
>BANKER		.72
DIETITIAN.SCHOOL		.72
>NURSE		.72
>PSYCH. CLINICAL	.72	
>SOC WORKER.PSYCH	.72	
>INTERIOR DECORAT		.71
>LAWYER		.71
>COMPUTR PROGRAMR	.71	
OSTEOPATH	.71	
STATISTICIAN	.71	
>DENTIST	.70	
>INTERIOR DECORAT	.70	
PSYCHOLOGY PROF	.70	
>FLORIST		.69
>BOOKSTOR MANAGER	.69	
>SCIENCE TCHR. HS	.69	
>SOCIAL CASEWORKR	.69	
>INS AGT/UNDRWRTR		.68
RELIGIOUS ED DIR		.68
>ACCOUNTANT		.67
>COUNSELOR.HI SCH		.67
DENTAL ASSISTANT		.67
HOME DEMONST AGT		.67
>MATH TCHR.HI SCH		.67
MINISTER	.67	
PODIATRIST	.67	
PSYCH.COUNSELING	.67	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>X-RAY TECHNICIAN	.67	
PHOTOGRAPHER	.66	
>SOC WORKER.GROUP	.66	
SECRETARY		.65
ENG.MINING/METAL	.65	
>LAWYER	.65	
METEOROLOGIST	.65	
>COUNSELOR.HI SCH	.64	
ENGINEER. CIVIL	.64	
UNIV PASTOR	.64	
PLANT NURSRY WKR	.63	
BEAUTICIAN		.62
ENG.HEAT/AIR CON	.62	
>VETERINARIAN	.62	
>VETERINARIAN		.61
ENGINEER. MECH	.61	
PHARMACIST	.61	
>BOOKKEEPER		.60
OFFICE CLERK		.60
>MATH TCHR.HI SCH	.60	
ENGINEER. ELEC	.59	
FORESTER	.59	
PSYCH.INDUSTRIAL	.58	
JOURNALIST	.57	
PRINTER	.56	
SCHOOL SUPT	.56	
TRAVEL AGENT	.56	
BANK CLERK		.55
>FLORIST	.55	
>ACCT.CERT PUBLIC	.54	
PERSONNEL MANAGR	.53	
TV REPAIRER	.53	
DEPT STORE SALES		.52
BRICKLAYER	.52	
BUYER	.52	
POSTAL CLERK	.52	
YMCA SECRETARY	.52	
CLOTHIER. RETAIL	.51	
PAINTER. HOUSE	.51	
REAL ESTATE AGT	.51	
SUPERVSR.INDUSTR	.51	
BLDG CONTRACTOR	.50	
ENGINEER. INDUS	.50	
PHARMACEUT SALES	.50	
RADIO STATON MGR	.50	
SALES ENG.HT/AIR	.50	
>BANKER	.49	
COUNTY AGRI AGT	.49	
>BOOKKEEPER	.48	
POLICE OFFICER	.48	
FARMER	.47	
WELDER	.47	
ELECTRICIAN	.45	
MACHINIST	.45	
PLUMBING CONTRAC	.45	
AUTO SALESPERSON	.44	
CARPENTER	.44	
>INSURANCE AGENT	.44	
AUTO MECHANIC	.43	
PLUMBER	.43	
TRUCK DRIVER	.39	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>BIOLOGICAL SCI		.89*
HEALTH PROFES		.85*
>FOREIGN LANGUAGE		.84*
>MATHEMATICS		.83*
>PSYCHOLOGY		.83*
>FOREIGN LANGUAGE	.82*	
>ELEMENTARY EDUC		.79
>MUSIC & MUSIC ED		.79
>HISTORY		.78
HOME ECON EDUC		.78
NURSING		.78
>PHYSICAL EDUC		.77
>ENGLISH		.76
>BIOLOGICAL SCI	.76*	
>MUSIC & MUSIC ED	.76*	
>ART AND ART EDUC		.75
SOCIAL SCI. GENL		.75
>ELEMENTARY EDUC	.74	
>SOCIOLOGY		.73
>ART AND ART EDUC	.71	
>SOCIOLOGY	.71	
>POLITICAL SCI		.70
PHYSICAL SCIENCE	.70	
PREMED/PHAR/DENT	.69	
ARCHITECTURE	.68	
>PSYCHOLOGY	.68	
DRAMA		.67
TCHG CATH SISTER		.67
>ENGLISH	.67	
>MATHEMATICS	.66	
BUS ED & COMMERC		.65
FORESTRY	.63	
>HISTORY	.63	
>PHYSICAL EDUC	.62	
ENGINEERING.ELEC	.60	
LAW-GRAD SCHOOL	.59	
AIR FORCE CADET	.59	
ENGINEERNG.CIVIL	.57	
ANIMAL HUSBANDRY	.56	
ENGINEERING.CHEM	.56	
AGRICULTURE	.55	
ENGINEERING.MECH	.55	
>POLITICAL SCI	.55	
MILITARY CADET	.55	
ECONOMICS	.49	
BUS MANAGEMENT	.48	
BUS ACCT AND FIN	.46	
BUS & MARKETING	.45	

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M	.58	S	.51
MBI	.31	F	.61
W	.73	O	.66
WBI	.34	MU	.70

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES. WITH SCORES IN M AND F COLUMNS.

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Figure 2. Score report for female physician criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME>LAWYER SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>LAWYER	.99*	
>BOOKSTOR MANAGER	.88	
>LAWYER		.88*
STATISTICIAN	.86	
SCHOOL SUPT	.85	
>LIBRARIAN	.84	
MATHEMATICIAN	.83	
>ACCT.CERT PUBLIC	.82	
PERSONNEL MANAGR	.82	
>COUNSELOR.HI SCH	.81	
REAL ESTATE AGT	.81	
TRAVEL AGENT	.81	
CHEMIST	.80	
ENGINEER. CIVIL	.80	
ENG.MINING/METAL	.80	
JOURNALIST	.80	
METEOROLOGIST	.78	
PLANT NURSRY WKR	.78	
OPTOMETRIST	.78	
PEDIATRICIAN	.78	
PSYCHOLOGY PROF	.78	
RADIO STATON MGR	.78	
>ACCOUNTANT		.77
DEAN OF WOMEN		.77
>BANKER	.77	
BUYER	.77	
CLOTHIER. RETAIL	.77	
MINISTER	.77	
>COMPUTR PROGRAMR	.76	
>MATH TCHR.HI SCH	.76	
PSYCH.INDUSTRIAL	.76	
>SOCIAL CASEWORKR	.76	
ARCHITECT	.75	
ENG.HEAT/AIR CON	.75	
PSYCHIATRIST	.75	
PSYCH.COUNSELING	.75	
>BOOKSTOR MANAGER		.74
ENGINEER. ELEC	.74	
>INSURANCE AGENT	.74	
PSYCHOLOGIST		.73
>SOC. WORKER.PSYCH	.73	
UNIV PASTOR	.73	
ENGINEER. MECH	.72	
PHARMACIST	.72	
>PSYCH. CLINICAL	.72	
>COUNSELOR.HI SCH		.71
ELEM SCHL TCHR	.71	
>FLORIST	.71	
>PHYSICIAN	.71	
>SOC WORKER.GROUP	.71	
YMCA SECRETARY	.71	
>COMPUTR PROGRAMR		.70
>LIBRARIAN		.70
ENGINEER. INDUS	.70	
>SCIENCE TCHR. HS	.70	
>BANKER		.69
>INS AGT/UNDRWRTR		.69
>MATH TCHR.HI SCH		.69
>SOC WORKER.GROUP		.69
SOC WORKER.MEDIC		.69
>BOOKKEEPER	.69	
COUNTY AGRI AGT	.69	
>DENTIST	.69	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
FORESTER	.69	
SALES ENG.HT/AIR	.69	
DIETITIAN. ADMIN		.68
>SOCIAL CASEWORKR		.68
STENOGRAPHER		.68
>AUDIOL/SP PATHOL	.68	
>VETERINARIAN	.68	
>SOC WORKER.PSYCH		.67
>PHYS THERAPIST	.67	
DIETITIAN.SCHOOL		.66
HOME EC TCHR COL		.66
>PSYCH. CLINICAL		.66
FARMER	.66	
PODIATRIST	.66	
ENGINEER		.65
NUTRITIONIST		.65
>PHYSICIAN		.65
>SCIENCE TCHR. HS		.65
OSTEOPATH	.65	
PHOTOGRAPHER	.65	
PRINTER	.65	
>PHYS THERAPIST		.64
SECRETARY		.64
BLDG CONTRACTOR	.64	
>NURSE	.64	
POSTAL CLERK	.64	
>AUDIOL/SP PATHOL		.63
TV REPAIRER	.63	
>X-RAY TECHNICIAN	.63	
PHARMACEUT SALES	.62	
>DENTIST		.61
RELIGIOUS ED DIR		.61
POLICE OFFICER	.61	
SUPERVSR.INDUSTR	.61	
>INTERIOR DECORAT		.60
>INTERIOR DECORAT	.60	
>FLORIST		.59
PRIMARY SCH TCHR		.59
AUTO SALESPERSON	.59	
PLUMBING CONTRAC	.59	
>BOOKKEEPER		.58
>VETERINARIAN		.57
HOME DEMONST AGT		.56
SOC WORKR.SCHOOL		.56
>X-RAY TECHNICIAN		.56
BRICKLAYER	.55	
BANK CLERK		.54
>NURSE		.53
OFFICE CLERK		.53
ELECTRICIAN	.52	
PLUMBER	.52	
DENTAL ASSISTANT		.51
OCCUPA THERAPIST		.51
BEAUTICIAN		.50
MACHINIST	.50	
DEPT STORE SALES		.49
WELDER	.49	
PAINTER. HOUSE	.48	
TRUCK DRIVER	.48	
CARPENTER	.47	
AUTO MECHANIC	.46	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>HISTORY	.79*	
LAW-GRAD SCHOOL	.76*	
>POLITICAL SCI	.75*	
ECONOMICS	.71	
>ELEMENTARY EDUC	.69	
>FOREIGN LANGUAGE	.69	
>MATHEMATICS	.69	
BUS ACCT AND FIN	.68	
>SOCIOLOGY	.58	
>ENGLISH	.67	
>HISTORY		.66*
BUS MANAGEMENT	.65	
PHYSICAL SCIENCE	.65	
>POLITICAL SCI		.64*
ENGINEERING.CHEM	.64	
FORESTRY	.63	
BUS ED & COMMERC		.62*
>MUSIC & MUSIC ED	.62	
>PHYSICAL EDUC	.62	
PREMED/PHAR/DENT	.62	
SOCIAL SCI. GENL		.61*
AGRICULTURE	.61	
>BIOLOGICAL SCI	.61	
ENGINEERING.ELEC	.61	
>PSYCHOLOGY	.61	
>MATHEMATICS		.60*
BUS & MARKETING	.60	
ENGINEERNG.CIVIL	.60	
MILITARY CADET	.60	
>ENGLISH		.59
>FOREIGN LANGUAGE		.58
ENGINEERING.MECH	.58	
AIR FORCE CADET	.58	
>ELEMENTARY EDUC		.57
>PSYCHOLOGY		.55
ANIMAL HUSBANDRY	.55	
>MUSIC & MUSIC ED		.54
HOME ECON EDUC		.53
>PHYSICAL EDUC		.53
>BIOLOGICAL SCI		.52
NURSING		.52
ARCHITECTURE	.52	
>SOCIOLOGY		.51
TCHG CATH SISTER		.50
HEALTH PROFES		.49
DRAMA		.45
>ART AND ART EDUC	.43	
>ART AND ART EDUC		.39

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M	.76	S	.58
MBI	.38	F	.78
W	.69	O	.45
WBI	.39	MO	.61

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES. WITH SCORES IN M AND F COLUMNS

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Figure 3. Score report for male lawyer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME >LAWYER SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>LAWYER		.99*
DEAN OF WOMEN		.89
>COUNSELOR,HI SCH		.88
PSYCHOLOGIST		.88
>SOCIAL CASEWORKR		.88
SOC WORKER,MEDIC		.88
>SOC WORKER,PSYCH		.87
>SOC WORKER,GROUP		.86
STENOGRAPHER		.85
>LAWYER	.85*	
>ACCOUNTANT		.84
>AUDIOL/SP PATHOL		.84
>BOOKSTOR MANAGER		.84
>INS AGT/UNDRWTR		.84
>PSYCH, CLINICAL		.83
>LIBRARIAN	.83*	
>SOCIAL CASEWORKR	.83*	
>LIBRARIAN		.82
DIETITIAN, ADMIN		.81
NUTRITIONIST		.81
PSYCH,COUNSELING	.81*	
>SOC WORKER,PSYCH	.80*	
STATISTICIAN	.80*	
>BANKER		.79
SECRETARY		.79
>COUNSELOR,HI SCH	.79*	
>BOOKSTOR MANAGER	.78	
>PSYCH, CLINICAL	.78	
>SOC WORKER,GROUP	.78	
PSYCHIATRIST	.77	
>COMPUTR PROGRAMR		.76
DIETITIAN,SCHOOL		.76
HOME EC TCHR COL		.76
PSYCH,INDUSTRIAL	.76	
PSYCHOLOGY PROF	.76	
UNIV PASTOR	.76	
RELIGIOUS ED DIR		.75
MINISTER	.75	
>PHYSICIAN		.74
>AUDIOL/SP PATHOL	.74	
PERSONNEL MANAGR	.74	
TRAVEL AGENT	.74	
>INTERIOR DECORAT		.73
PRIMARY SCH TCHR		.73
OPTOMETRIST	.73	
>DENTIST		.72
>PHYS THERAPIST		.72
>ACCT,CERT PUBLIC	.72	
JOURNALIST	.72	
MATHEMATICIAN	.72	
PEDIATRICIAN	.72	
>FLORIST		.71
>MATH TCHR,HI SCH		.71
SCHOOL SUPT	.71	
>VETERINARIAN		.70
RADIO STATON MGR	.70	
HOME DEMONST AGT		.69
ELEM SCHL TCHR	.69	
>SCIENCE TCHR, HS		.68
ARCHITECT	.68	
PODIATRIST	.68	
REAL ESTATE AGT	.68	
YMCA SECRETARY	.68	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
CHEMIST	.67	
CLOTHIER, RETAIL	.67	
>INTERIOR DECORAT	.67	
>BOOKKEEPER		.66
ENGINEER		.66
>COMPUTR PROGRAMR	.66	
DENTAL ASSISTANT		.65
>X-RAY TECHNICIAN		.65
ENG,MINING/METAL	.64	
PLANT NURSRY WKR	.64	
BANK CLERK		.63
>NURSE		.63
OFFICE CLERK		.63
BUYER	.63	
PHARMACIST	.63	
>MATH TCHR,HI SCH	.62	
PHOTOGRAPHER	.62	
>PHYSICIAN	.62	
OCCUPA THERAPIST		.61
ENGINEER, CIVIL	.61	
METEOROLOGIST	.61	
>NURSE	.61	
>PHYS THERAPIST	.61	
>SCIENCE TCHR, HS	.61	
>BANKER	.60	
>DENTIST	.60	
>INSURANCE AGENT	.60	
BEAUTICIAN		.59
SOC WORKR,SCHOOL		.58
ENG,HEAT/AIR CON	.58	
>FLORIST	.58	
OSTEOPATH	.58	
ENGINEER, INDUS	.57	
ENGINEER, MECH	.57	
PHARMACEUT SALES	.57	
ENGINEER, ELEC	.56	
DEPT STORE SALES		.55
PRINTER	.55	
SALES ENG,PT/AIR	.55	
>BOOKKEEPER	.54	
AUTO SALESPERSON	.53	
COUNTY AGRI AGT	.53	
>VETERINARIAN	.53	
>X-RAY TECHNICIAN	.53	
FORESTER	.52	
TV REPAIRER	.50	
FARMER	.47	
POSTAL CLERK	.47	
SUPERVSR,INDUSTR	.47	
POLICE OFFICER	.45	
BLDG CONTRACTOR	.44	
PLUMBING CONTRAC	.41	
BRICKLAYER	.39	
ELECTRICIAN	.34	
TRUCK DRIVER	.34	
PAINTER, HOUSE	.33	
PLUMBER	.33	
WELDER	.33	
MACHINIST	.32	
CARPENTER	.30	
AUTO MECHANIC	.29	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
SOCIAL SCI, GENL		.83*
>HISTORY		.83*
>POLITICAL SCI		.83*
>HISTORY	.83*	
>ENGLISH		.81*
>POLITICAL SCI	.80*	
>ENGLISH	.79*	
>ELEMENTARY EDUC		.78*
>FOREIGN LANGUAGE		.78*
>FOREIGN LANGUAGE	.78*	
LAW-GRAD SCHOOL	.78*	
BUS ED & COMMERC		.77*
>PSYCHOLOGY		.76
>SOCIOLOGY	.75	
>MUSIC & MUSIC ED		.74
HOME ECON EDUC		.73
>SOCIOLOGY		.73
>ELEMENTARY EDUC	.72	
>MATHEMATICS		.71
>PSYCHOLOGY	.71	
ECONOMICS	.70	
>MUSIC & MUSIC ED	.68	
>BIOLOGICAL SCI		.66
DRAMA		.66
NURSING		.66
>MATHEMATICS	.65	
>PHYSICAL EDUC		.63
BUS MANAGEMENT	.63	
HEALTH PROFES		.62
>BIOLOGICAL SCI	.62	
PREMED/PHAR/DENT	.62	
BUS ACCT AND FIN	.61	
PHYSICAL SCIENCE	.60	
BUS & MARKETING	.59	
>PHYSICAL EDUC	.58	
ENGINEERING,CHEM	.58	
ARCHITECTURE	.55	
MILITARY CADET	.55	
>ART AND ART EDUC		.54
TCHG CATH SISTER		.54
ENGINEERING,ELEC	.53	
AIR FORCE CADET	.53	
>ART AND ART EDUC	.51	
ENGINEERNG,CIVIL	.50	
FORESTRY	.49	
AGRICULTURE	.48	
ENGINEERING,MECH	.48	
ANIMAL HUSBANDRY	.46	

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M	.60	S	.49
MBI	.51	F	.65
W	.82	O	.65
WBI	.52	NO	.76

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 4. Score report for female lawyer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME ENGINEER. ELEC SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
ENGINEER. ELEC	.99*	
ENG.HEAT/AIR CON	.96*	
ENGINEER. MECH	.96*	
ENG.MINING/METAL	.95*	
ENGINEER. CIVIL	.94*	
ENGINEER. INDUS	.90	
>MATH TCHR.HI SCH	.89	
METEOROLOGIST	.89	
TV REPAIRER	.89	
>COMPUTR PROGRAMR	.88	
CHEMIST	.87	
SALES ENG.HT/AIR	.87	
BUYER	.86	
PLUMBING CONTRAC	.86	
FORESTER	.85	
>BOOKSTR MANAGER	.84	
BLDG CONTRACTOR	.84	
MATHEMATICIAN	.84	
OPTOMETRIST	.84	
>SCIENCE TCHR. HS	.84	
>BANKER	.83	
>DENTIST	.83	
PLANT NURSRY WKR	.83	
REAL ESTATE AGT	.83	
PRINTER	.82	
ENGINEER		.81*
>BOOKKEEPER	.81	
SCHOOL SUPT	.81	
SUPERVSR.INDUSTR	.81	
>FLORIST	.80	
>INSURANCE AGENT	.80	
PERSONNEL MANAGR	.80	
PHARMACIST	.80	
STATISTICIAN	.80	
>X-RAY TECHNICIAN	.80	
ELECTRICIAN	.79	
PSYCH.INDUSTRIAL	.79	
>VETERINARIAN	.79	
>ACCT.CERT PUBLIC	.78	
MACHINIST	.78	
>PHYSICIAN	.78	
POSTAL CLERK	.78	
PSYCHOLOGY PROF	.78	
>COUNSELOR.HI SCH	.77	
COUNTY AGRI AGT	.77	
OSTEOPATH	.77	
PHOTOGRAPHER	.77	
PLUMBER	.77	
BRICKLAYER	.76	
CLOTHIER. RETAIL	.76	
FARMER	.76	
>LAWYER	.76	
>PHYS THERAPIST	.76	
POLICE OFFICER	.76	
RADIO STATON MGR	.76	
TRAVEL AGENT	.76	
WELDER	.76	
ARCHITECT	.75	
AUTO MECHANIC	.75	
>CUMPUTR PROGRAMR	.74	
PEDIATRICIAN	.74	
ELEM SCHL TCHR	.73	
PSYCH.COUNSELING	.73	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
CARPENTER	.71	
>NURSE	.71	
PAINTER. HOUSE	.71	
>ACCOUNTANT		.70
PSYCHIATRIST	.69	
AUTO SALESPERSON	.68	
>LIBRARIAN	.68	
>PSYCH. CLINICAL	.67	
JOURNALIST	.66	
PHARMACEUT SALES	.66	
PODIATRIST	.66	
TRUCK DRIVER	.66	
YMCA SECRETARY	.66	
DIETITIAN.SCHOOL		.65
>MATH TCHR.HI SCH		.65
>BANKER		.64
>SCIENCE TCHR. HS		.64
>AUDIOL/SP PATHOL	.64	
>DENTIST		.63
SOC WORKR.SCHOOL		.63
>SOCIAL CASEWORKR	.63	
>PHYS THERAPIST		.62
PSYCHOLOGIST		.62
>SOC WORKER.PSYCH	.61	
>INS AGT/UNDRWRTR		.60
DIETITIAN. ADMIN		.59
HOME EC TCHR COL		.59
>LAWYER		.59
>X-RAY TECHNICIAN		.59
>PHYSICIAN		.58
SECRETARY		.58
MINISTER	.58	
>SOC WORKER.GROUP	.58	
>BOOKKEEPER		.57
>BOOKSTOR MANAGER		.57
>FLORIST		.57
HOME DEMONST AGT		.57
>COUNSELOR.HI SCH		.56
DEAN OF WOMEN		.56
NUTRITIONIST		.55
>PSYCH. CLINICAL		.55
>INTERIOR DECORAT	.55	
OCCUPA THERAPIST		.54
UNIV PASTOR	.54	
BANK CLERK		.53
>VETERINARIAN		.53
DENTAL ASSISTANT		.52
>SOC WORKER.GROUP		.52
>AUDIOL/SP PATHOL		.51
OFFICE CLERK		.51
STENOGRAPHER		.50
BEAUTICIAN		.49
>INTERIOR DECORAT		.49
>LIBRARIAN		.49
>NURSE		.49
PRIMARY SCH TCHR		.49
>SOCIAL CASEWORKR		.49
SOC WORKER.MEDIC		.48
>SOC WORKER.PSYCH		.48
DEPT STORE SALES		.46
RELIGIOUS ED DIR		.44

COLLEGE MAJOR SCALES	NORMS M	NORMS F
ENGINEERING.ELEC	.89*	
ENGINEERING.MECH	.86*	
ENGINEERNG.CIVIL	.84*	
ENGINEERING.CHEM	.83*	
FORESTRY	.82	
>MATHEMATICS	.80	
PHYSICAL SCIENCE	.80	
AGRICULTURE	.79	
BUS ACCT AND FIN	.75	
BUS MANAGEMENT	.75	
ANIMAL HUSBANDRY	.74	
>ELEMENTARY EDUC	.73	
ECONOMICS	.72	
AIR FORCE CADET	.70	
BUS & MARKETING	.69	
>PHYSICAL EDUC	.69	
PREMED/PHAR/DENT	.69	
>BIOLOGICAL SCI	.68	
MILITARY CADET	.67	
>PSYCHOLOGY	.65	
>MATHEMATICS		.64*
LAW-GRAD SCHOOL	.63	
>SOCIOLOGY	.63	
ARCHITECTURE	.62	
>MUSIC & MUSIC ED	.60	
BUS ED & COMMERC		.59*
>FOREIGN LANGUAGE	.58	
>BIOLOGICAL SCI		.56
>HISTORY	.56	
>POLITICAL SCI	.56	
HEALTH PROFES		.54
>PHYSICAL EDUC		.54
HOME ECON EDUC		.52
>PSYCHOLOGY		.50
>ART AND ART EDUC	.50	
NURSING		.48
>ENGLISH	.48	
SOCIAL SCI. GENL		.46
>HISTORY		.46
>ELEMENTARY EDUC		.45
>FOREIGN LANGUAGE		.45
>MUSIC & MUSIC ED		.45
>POLITICAL SCI		.43
>SOCIOLOGY		.41
>ART AND ART EDUC		.39
>ENGLISH		.38
TCHG CATH SISTER		.38
DRAMA		.34

V 60

M	.91	S	.78
MBI	.19	F	.87
A	.63	O	.39
MBI	.18	MO	.53

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 5. Score report for male electrical engineer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME ENGINEER — SEX NOT CODED — DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS (F)
ENGINEER		.99*
>COMPUTR PROGRAMR		.88
>COMPUTR PROGRAMR	.88*	
ELEM SCHL TCHR	.85*	
>DENTIST		.83
ENG.MINING/METAL	.83*	
SOC WORKR.SCHOOL		.82
ENGINEER. CIVIL	.82*	
ENG.HEAT/AIR CON	.82*	
ENGINEER. MECH	.82*	
>AUDIOL/SP PATHOL	.81	
CHEMIST	.81	
MATHEMATICIAN	.81	
>NURSE	.81	
>PHYSICIAN		.80
METEOROLOGIST	.80	
STATISTICIAN	.80	
OPTOMETRIST	.79	
ENGINEER. ELEC	.78	
ENGINEER. INDUS	.78	
>ACCT.CERT PUBLIC	.77	
>SCIENCE TCHR. HS	.77	
>BANKER		.76
FORESTER	.76	
PLANT NURSRY WKR	.76	
PEDIATRICIAN	.76	
PSYCH.INDUSTRIAL	.76	
SALES ENG.HT/AIR	.76	
>INS AGT/UNDRWRTR		.75
ARCHITECT	.75	
PSYCHIATRIST	.75	
PSYCHOLOGY PROF	.75	
>AUDIOL/SP PATHOL		.74
DIETITIAN. ADMIN		.74
>MATH TCHR.HI SCH	.74	
>PHYS THERAPIST	.74	
DIETITIAN.SCHOOL		.73
>PHYS THERAPIST		.73
>BOOKSTR MANAGER	.73	
PHOTOGRAPHER	.73	
PSYCHOLOGIST		.72
>DENTIST	.72	
>PSYCH. CLINICAL	.72	
>COUNSELOR.HI SCH	.71	
>LAWYER	.71	
PERSONNEL MANAGR	.71	
PSYCH.COUNSELING	.71	
TRAVEL AGENT	.71	
BUYER	.70	
>LAWYER		.69
>FLORIST	.69	
>SOC WORKER.PSYCH	.69	
TV REPAIRER	.69	
>VETERINARIAN	.69	
>X-RAY TECHNICIAN	.69	
>ACCOUNTANT		.68
NUTRITIONIST		.68
>SCIENCE TCHR. HS		.68
>LIBRARIAN	.68	
OSTEOPATH	.68	
>PHYSICIAN	.68	
>SOCIAL CASEWORKR	.68	
HOME EC TCHR COL		.67

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>PSYCH. CLINICAL		.67
OCCUPA THERAPIST		.66
>BANKER	.66	
CLOTHIER. RETAIL	.66	
PHARMACIST	.66	
PODIATRIST	.66	
RADIO STATCN MGR	.66	
REAL ESTATE AGT	.66	
SCHOOL SUPT	.66	
>SOC WORKER.GROUP	.66	
BLDG CONTRACTOR	.65	
>INSURANCE AGENT	.65	
DEAN OF WOMEN		.64
>SOC WORKER.GROUP		.64
>SOC WORKER.PSYCH		.64
COUNTY AGRI AGT	.64	
>INTERIOR DECORAT	.64	
PLUMBING CONTRAC	.64	
PRINTER	.64	
HOME DEMONST AGT		.63
BRICKLAYER	.63	
SUPERVSR.INDUSTR	.63	
>SOCIAL CASEWORKR		.62
PHARMACEUT SALES	.62	
POLICE OFFICER	.62	
YMCA SECRETARY	.62	
>MATH TCHR.HI SCH		.61
SOC WORKER.MEDIC		.61
AUTO SALESPERSON	.61	
POSTAL CLERK	.61	
STENOGRAPHER		.60
>BOOKKEEPER	.60	
ELECTRICIAN	.60	
UNIV PASTOR	.60	
>BOOKSTOR MANAGER		.59
>X-RAY TECHNICIAN		.59
JOURNALIST	.59	
MACHINIST	.59	
>COUNSELOR.HI SCH		.58
>FLORIST		.58
>INTERIOR DECORAT		.58
FARMER	.58	
WELDER	.58	
SECRETARY		.57
MINISTER	.57	
PLUMBER	.57	
>LIBRARIAN		.56
>BOOKKEEPER		.56
>NURSE		.55
PAINTER. HOUSE	.55	
AUTO MECHANIC	.54	
CARPENTER	.54	
DENTAL ASSISTANT		.53
>VETERINARIAN		.53
PRIMARY SCH TCHR		.52
BANK CLERK		.50
OFFICE CLERK		.49
RELIGIOUS ED DIR		.49
BEAUTICIAN		.48
TRUCK DRIVER	.48	
DEPT STORE SALES		.43

COLLEGE MAJOR SCALES	NORMS M	NORMS F
ENGINEERING.ELEC	.84*	
ENGINEERNG.CIVIL	.81*	
>MATHEMATICS	.81*	
>MATHEMATICS		.80*
ENGINEERING.CHEM	.80*	
ENGINEERING.MECH	.80*	
PHYSICAL SCIENCE	.80*	
>ELEMENTARY EDUC	.77	
FORESTRY	.77	
AIR FORCE CADET	.77	
>BIOLOGICAL SCI	.75	
>BIOLOGICAL SCI		.74*
AGRICULTURE	.74	
MILITARY CADET	.74	
ANIMAL HUSBANDRY	.73	
ARCHITECTURE	.73	
BUS MANAGEMENT	.73	
LAW-GRAD SCHOOL	.73	
HEALTH PROFES		.72
>MUSIC & MUSIC ED	.72	
>PSYCHOLOGY	.72	
HOME ECON EDUC		.71
>PHYSICAL EDUC		.71
ECONOMICS	.71	
>FOREIGN LANGUAGE	.71	
>PHYSICAL EDUC	.71	
PREMED/PHAR/DENT	.71	
>SOCIOLOGY	.71	
BUS ED & COMMERC		.70
>PSYCHOLOGY		.70
BUS ACCT AND FIN	.70	
>HISTORY		.67
BUS & MARKETING	.67	
>FOREIGN LANGUAGE		.66
>MUSIC & MUSIC ED		.66
>POLITICAL SCI		.66
>HISTORY	.65	
>ELEMENTARY EDUC		.64
>POLITICAL SCI	.64	
SOCIAL SCI. GENL		.63
>ART AND ART EDUC	.62	
DRAMA		.60
>SOCIOLOGY		.59
NURSING		.58
>ART AND ART EDUC		.57
>ENGLISH		.56
>ENGLISH	.56	
TCHG CATH SISTER		.43

V 59

M	.73	S	.68
MUI	.28	F	.72
W	.63	O	.71
WGI	.30	MO	.54

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 6. Score report for female engineer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME PULICL OFFICER SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
POLICE OFFICER	.99*	
BRICKLAYER	.92	
MACHINIST	.90	
SUPERVSR.INDUSTR	.90	
WELDER	.90	
ELECTRICIAN	.89	
POSTAL CLERK	.89	
PLUMBING CONTRAC	.87	
TV REPAIRER	.87	
AUTO MECHANIC	.86	
BLDG CONTRACTOR	.85	
CARPENTER	.85	
PAINTER, HOUSE	.85	
PLUMBER	.85	
BUYER	.84	
>BOOKKEEPER	.82	
ENGINEER, CIVIL	.82	
>BANKER	.81	
TRUCK DRIVER	.81	
ENGINEER, MECH	.80	
>X-RAY TECHNICIAN	.80	
ENG.HEAT/AIR CON	.79	
FORESTER	.79	
PHARMACIST	.79	
ENGINEER, ELEC	.78	
AUTO SALESPERSON	.77	
>INSURANCE AGENT	.77	
>PHYS THERAPIST	.77	
ENG.MINING/METAL	.76	
>DENTIST	.75	
>FLORIST	.75	
>MATH TCHR.HI SCH	.75	
PRINTER	.75	
REAL ESTATE AGT	.75	
SALES ENG.HT/AIR	.75	
ENGINEER, INDUS	.74	
FARMER	.74	
METEOROLOGIST	.74	
PLANT NURSRY WKR	.74	
PHOTOGRAPHER	.74	
>VETERINARIAN	.74	
CLOTHIER, RETAIL	.73	
OPTOMETRIST	.73	
OSTEOPATH	.72	
>NURSE	.71	
PERSONNEL MANAGR	.71	
ELEM SCHL TCHR	.70	
>SCIENCE TCHR, HS	.70	
>BOOKSTOR MANAGER	.69	
>COUNSELOR.HI SCH	.69	
COUNTY AGRI AGT	.69	
PHARMACEUT SALES	.69	
RADIO STATON MGR	.69	
SCHOOL SUPT	.69	
TRAVEL AGENT	.69	
>ACCT.CERT PUBLIC	.68	
>PHYSICIAN	.68	
>COMPUTR PROGRAMR	.67	
PODIATRIST	.64	
CHEMIST	.62	
PSYCH.INDUSTRIAL	.62	
YMCA SECRETARY	.62	
>LAWYER	.60	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
PEDIATRICIAN	.60	
ARCHITECT	.59	
MATHEMATICIAN	.59	
PSYCH.COUNSELING	.59	
ENGINEER		.58*
JOURNALIST	.58	
PSYCHOLOGY PROF	.58	
>SOCIAL CASEWORKR	.58	
>AUDIOL/SP PATHOL	.57	
>SOC WORKER.PSYCH	.57	
PSYCHIATRIST	.56	
>BANKER		.55*
>X-RAY TECHNICIAN		.55*
>PHYS THERAPIST		.54*
STATISTICIAN	.54	
BANK CLERK		.53*
BEAUTICIAN		.53*
>BOOKKEEPER		.53*
>FLORIST		.53*
>PSYCH, CLINICAL	.53	
>SOC WORKER.GROUP	.53	
>ACCOUNTANT		.51
>COMPUTR PROGRAMR		.51
DENTAL ASSISTANT		.51
>MATH TCHR.HI SCH		.50
>NURSE		.50
OFFICE CLERK		.50
DIETITIAN.SCHOOL		.49
>VETERINARIAN		.49
MINISTER	.49	
SECRETARY		.48
DEPT STORE SALES		.47
DIETITIAN, ADMIN		.47
HOME DEMONST AGT		.47
>INS AGT/UNDRWTR		.47
>SCIENCE TCHR, HS		.47
SOC WORKR.SCHOOL		.47
>LIBRARIAN	.47	
>DENTIST		.46
OCCUPA THERAPIST		.46
>COUNSELOR.HI SCH		.45
UNIV PASTOR	.45	
PRIMARY SCH TCHR		.44
DEAN OF WOMEN		.42
>PHYSICIAN		.42
PSYCHOLOGIST		.42
STENOGRAPHER		.42
>INTERIOR DECORAT	.42	
>BOOKSTOR MANAGER		.41
>LAWYER		.41
>SOC WORKER.GROUP		.41
>AUDIOL/SP PATHOL		.40
HOME EC TCHR COL		.40
>SOCIAL CASEWORKR		.40
>PSYCH, CLINICAL		.39
SOC WORKER.MEDIC		.39
>SOC WORKER.PSYCH		.39
NUTRITIONIST		.37
>LIBRARIAN		.36
RELIGIOUS ED DIR		.34
>INTERIOR DECORAT		.31

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>PHYSICAL EDUC	.84*	
ENGINEERNG.CIVIL	.80*	
FORESTRY	.79*	
ENGINEERING.MECH	.78*	
ENGINEERING.ELEC	.76	
AGRICULTURE	.74	
ANIMAL HUSBANDRY	.74	
BUS MANAGEMENT	.74	
BUS ACCT AND FIN	.71	
ENGINEERING.CHEM	.71	
>ELEMENTARY EDUC	.70	
BUS & MARKETING	.69	
AIR FORCE CADET	.69	
>MATHEMATICS	.68	
ECONOMICS	.67	
MILITARY CADET	.67	
PHYSICAL SCIENCE	.64	
PREMED/PHAR/DENT	.64	
>BIOLOGICAL SCI	.60	
>SOCIOLOGY	.60	
LAW-GRAD SCHOOL	.58	
>PSYCHOLOGY	.58	
>PHYSICAL EDUC		.55*
ARCHITECTURE	.53	
>HISTORY	.51	
>POLITICAL SCI	.50	
>MUSIC & MUSIC ED	.49	
>MATHEMATICS		.48
BUS ED & COMMERC		.47
>FOREIGN LANGUAGE	.47	
HEALTH PROFES		.46
NURSING		.46
>BIOLOGICAL SCI		.43
HOME ECON EDUC		.41
SOCIAL SCI, GENL		.40
>PSYCHOLOGY		.40
>ELEMENTARY EDUC		.39
>ART AND ART EDUC	.39	
>ENGLISH	.39	
>SOCIOLOGY		.37
TCHG CATH SISTER		.37
>MUSIC & MUSIC ED		.36
>HISTORY		.35
>FOREIGN LANGUAGE		.34
>POLITICAL SCI		.33
DRAMA		.29
>ART AND ART EDUC		.27
>ENGLISH		.26

V 58

M	.85	S	.80
MBI	.14	F	.84
W	.50	O	.34
WBI	.13	MU	.45

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS

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Figure 7. Score report for male police officer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME PLUMBING CONTRAC SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS (M)	NORMS F
PLUMBING CONTRAC	.99*	
BLDG CONTRACTOR	.97*	
ELECTRICIAN	.96*	
PLUMBER	.96*	
TV REPAIRER	.96*	
SUPERVSR.INDUSTR	.95*	
WELDER	.94*	
BRICKLAYER	.93*	
ENGINEER. CIVIL	.93*	
MACHINIST	.93*	
AUTO MECHANIC	.92	
>BANKER	.92	
BUYER	.92	
ENG.HEAT/AIR CON	.92	
POSTAL CLERK	.92	
ENGINEER. ELEC	.91	
CARPENTER	.90	
ENGINEER. MECH	.90	
FORESTER	.90	
>INSURANCE AGENT	.90	
>BOOKKEEPER	.89	
ENG.MINING/METAL	.89	
>FLORIST	.89	
PAINTER. HOUSE	.89	
POLICE OFFICER	.89	
PLANT NURSRY WKR	.88	
REAL ESTATE AGT	.88	
FARMER	.87	
METEOROLOGIST	.87	
PRINTER	.86	
SALES ENG.HT/AIR	.86	
COUNTY AGRI AGT	.85	
>DENTIST	.85	
ENGINEER. INDUS	.85	
>MATH TCHR.HI SCH	.85	
>X-RAY TECHNICIAN	.85	
PHARMACIST	.84	
TRUCK DRIVER	.84	
>BOOKSTOR MANAGER	.83	
CLOTHIER. RETAIL	.83	
>VETERINARIAN	.83	
TRAVEL AGENT	.80	
PHOTOGRAPHER	.79	
SCHOOL SUPT	.79	
OPTOMETRIST	.77	
OSTEOPATH	.77	
PERSONNEL MANAGR	.77	
RADIO STATON MGR	.77	
>SCIENCE TCHR. HS	.77	
AUTO SALESPERSON	.76	
>PHYS THERAPIST	.76	
>COMPUTR PROGRAMR	.75	
>PHYSICIAN	.74	
CHEMIST	.73	
>COUNSELOR.HI SCH	.72	
ELEM SCHL TCHR	.72	
>ACCT.CERT PUBLIC	.71	
ARCHITECT	.71	
>NURSE	.71	
>LAWYER	.70	
PHARMACEUT SALES	.70	
MATHEMATICIAN	.69	
PEDIATRICIAN	.68	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
YMCA SECRETARY	.68	
ENGINEER		.67*
PSYCH. INDUSTRIAL	.67	
>ACCOUNTANT		.65*
>BANKER		.64*
>MATH TCHR.HI SCH		.64*
PODIATRIST	.64	
STATISTICIAN	.64	
DIETITIAN.SCHOOL		.63*
JOURNALIST	.63	
PSYCHOLOGY PROF	.63	
>COMPUTR PROGRAMR		.62*
>FLORIST		.62*
>BOOKKEEPER		.61*
>X-RAY TECHNICIAN		.61*
PSYCH.COUNSELING	.61	
>PHYS THERAPIST		.60
BEAUTICIAN		.59
HOME DEMONST AGT		.59
PSYCHIATRIST	.59	
BANK CLERK		.57
DENTAL ASSISTANT		.57
DIETITIAN. ADMIN		.57
>INS AGT/UNDRWTR		.57
SECRETARY		.57
>SOCIAL CASEWORKR	.57	
OFFICE CLERK		.56
>SCIENCE TCHR. HS		.56
>VETERINARIAN		.56
>DENTIST		.55
SOC WORKR. SCHOOL		.55
>AUDIOL/SP PATHOL	.55	
>LIBRARIAN	.55	
>PSYCH. CLINICAL	.55	
DEPT STORE SALES		.54
OCCUPA THERAPIST		.54
>SOC WORKER.PSYCH	.54	
>NURSE		.53
MINISTER	.53	
>BOOKSTOR MANAGER		.52
HOME EC TCHR COL		.52
>INTERIOR DECORAT	.52	
>COUNSELOR.HI SCH		.51
PRIMARY SCH TCHR		.51
>SOC WORKER.GROUP	.51	
DEAN OF WOMEN		.50
NUTRITIONIST		.50
>LAWYER		.49
>PHYSICIAN		.48
PSYCHOLOGIST		.48
>SOC WORKER.GROUP		.48
STENOGRAPHER		.48
UNIV PASTOR	.46	
>INTERIOR DECORAT		.44
>LIBRARIAN		.44
>SOCIAL CASEWORKR		.44
>AUDIOL/SP PATHOL		.43
>PSYCH. CLINICAL		.43
SOC WORKER.MEDIC		.43
>SOC WORKER.PSYCH		.42
RELIGIOUS ED DIR		.39

COLLEGE MAJOR SCALES	NORMS M	NORMS F
AGRICULTURE	.84*	
ENGINEERNG.CIVIL	.84*	
FORESTRY	.84*	
ENGINEERING.MECH	.83*	
ENGINEERING.ELEC	.81*	
ANIMAL HUSBANDRY	.79*	
ENGINEERING.CHEM	.75	
BUS MANAGEMENT	.74	
BUS ACCT AND FIN	.73	
>PHYSICAL EDUC	.73	
>MATHEMATICS	.71	
>ELEMENTARY EDUC	.69	
BUS & MARKETING	.68	
PHYSICAL SCIENCE	.68	
ECONOMICS	.66	
AIR FORCE CADET	.66	
MILITARY CADET	.63	
PREMED/PHAR/DENT	.63	
>MATHEMATICS		.58*
>BIOLOGICAL SCI	.58	
ARCHITECTURE	.57	
>PHYSICAL EDUC		.56*
>SOCIOLOGY	.56	
BUS ED & COMMERC		.55*
LAW-GRAD SCHOOL	.55	
>PSYCHOLOGY	.54	
HEALTH PROFES		.50
HOME ECON EDUC		.49
>BIOLOGICAL SCI		.48
>HISTORY	.48	
>MUSIC & MUSIC ED	.48	
>FOREIGN LANGUAGE	.47	
>POLITICAL SCI	.47	
NURSING		.45
>ART AND ART EDUC	.43	
>ELEMENTARY EDUC		.42
>PSYCHOLOGY		.42
SOCIAL SCI. GENL		.41
TCHG CATH SISTER		.41
>HISTORY		.40
>FOREIGN LANGUAGE		.38
>MUSIC & MUSIC ED		.37
>SOCIOLOGY		.37
>ENGLISH	.36	
>POLITICAL SCI		.35
>ART AND ART EDUC		.34
>ENGLISH		.28
DRAMA		.26

V 60

M	.90	S	.78
MBI	.06	F	.94
W	.61	U	.36
WBI	.07	MU	.54

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 8. Score report for male plumbing contractor criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME>VETERINARIAN SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS (F)
>VETERINARIAN		.99*
SECRETARY		.97*
OFFICE CLERK		.96*
BANK CLERK		.92
>BOOKKEEPER		.92
BEAUTICIAN		.88
DENTAL ASSISTANT		.87
>FLORIST		.87
PRIMARY SCH TCHR		.87
>NURSE		.83
>X-RAY TECHNICIAN		.82
>ACCOUNTANT		.80
>BANKER		.80
>BOOKSTOR MANAGER		.79
DEPT STORE SALES		.79
>LIBRARIAN		.78
>COUNSELOR.HI SCH		.77
HOME DEMONST AGT		.77
>MATH TCHR.HI SCH		.77
>INS AGT/UNDRWRTR		.76
DIETITIAN.SCHOOL		.74
SOC WORKER.MEDIC		.74
STENOGRAPHER		.74
>PHYS THERAPIST		.72
>SOCIAL CASEWORKR		.72
>AUDIOL/SP PATHOL		.71
DIETITIAN. ADMIN		.71
DEAN OF WOMEN		.69
OCCUPA THERAPIST		.69
NUTRITIONIST		.68
RELIGIOUS ED DIR		.67
>SOC WORKER.GROUP		.67
>SOC WORKER.PSYCH		.67
HOME EC TCHR COL		.66
>LAWYER		.66
>DENTIST		.65
>INTERIOR DECORAT		.63
>PHYSICIAN		.62
>COMPUTR PROGRAMR		.61
PSYCHOLOGIST		.60
>SCIENCE TCHR. HS		.60
>PSYCH. CLINICAL		.59
POSTAL CLERK	.58*	
>BOOKKEEPER	.57*	
>INTERIOR DECORAT	.57*	
SOC WORKR.SCHOOL		.56
>BOOKSTOR MANAGER	.56*	
>LIBRARIAN	.56*	
ELEM SCHL TCHR	.54*	
>X-RAY TECHNICIAN	.54*	
>NURSE	.53*	
MINISTER	.52*	
PEDIATRICIAN	.51	
PRINTER	.51	
SUPERVSR.INDUSTR	.51	
>BANKER	.50	
>DENTIST	.50	
>PHYSICIAN	.50	
>SOCIAL CASEWORKR	.50	
>AUDIOL/SP PATHOL	.49	
BUYER	.49	
OSTEOPATH	.49	
PAINTER. HOUSE	.49	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>COUNSELOR.HI SCH	.48	
>FLORIST	.48	
PHARMACIST	.48	
BRICKLAYER	.47	
CLOTHIER. RETAIL	.47	
>MATH TCHR.HI SCH	.47	
OPTOMETRIST	.47	
>PHYS THERAPIST	.47	
>SOC WORKER.PSYCH	.47	
TRUCK DRIVER	.46	
WELDER	.46	
ARCHITECT	.45	
ELECTRICIAN	.45	
MACHINIST	.45	
MATHEMATICIAN	.45	
PLANT NURSRY WKR	.45	
TRAVEL AGENT	.45	
TV REPAIRER	.45	
ENGINEER		.44
CARPENTER	.44	
>LAWYER	.44	
POLICE OFFICER	.44	
PSYCHIATRIST	.44	
SCHOOL SUPT	.44	
AUTO MECHANIC	.43	
PHOTOGRAPHER	.43	
PLUMBER	.43	
REAL ESTATE AGT	.43	
>SOC WORKER.GROUP	.43	
YMCA SECRETARY	.43	
PODIATRIST	.42	
>SCIENCE TCHR. HS	.42	
STATISTICIAN	.42	
>INSURANCE AGENT	.41	
BLDG CONTRACTOR	.40	
JOURNALIST	.40	
PLUMBING CONTRAC	.40	
ENGINEER. ELEC	.39	
FARMER	.39	
PSYCH.COUNSELING	.39	
RADIO STATON MGR	.39	
>VETERINARIAN	.39	
CHEMIST	.38	
COUNTY AGRI AGT	.38	
ENGINEER. CIVIL	.38	
ENG.MINING/METAL	.38	
METEOROLOGIST	.38	
>PSYCH. CLINICAL	.38	
PSYCHOLOGY PROF	.37	
AUTO SALESPERSON	.36	
>COMPUTR PROGRAMR	.36	
ENG.HEAT/AIR CON	.36	
FORESTER	.36	
UNIV PASTOR	.36	
PERSONNEL MANAGR	.35	
>ACCT.CERT PUBLIC	.34	
ENGINEER. MECH	.33	
PSYCH.INDUSTRIAL	.31	
ENGINEER. INDUS	.30	
PHARMACEUT SALES	.29	
SALES ENG.HT/AIR	.29	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
BUS ED & COMMERC		.75*
NURSING		.75*
HOME ECON EDUC		.74*
>ELEMENTARY EDUC		.73*
>MATHEMATICS		.70*
>MUSIC & MUSIC ED		.70*
>PHYSICAL EDUC		.70*
>FOREIGN LANGUAGE		.69*
SOCIAL SCI. GENL		.68
TCHG CATH SISTER		.66
HEALTH PROFES		.65
>SOCIOLOGY		.62
>HISTORY		.60
>BIOLOGICAL SCI		.59
>ENGLISH		.59
>PSYCHOLOGY		.57
>ART AND ART EDUC		.54
DRAMA		.52
>FOREIGN LANGUAGE	.51*	
>POLITICAL SCI		.49
>ELEMENTARY EDUC	.48*	
>MUSIC & MUSIC ED	.48*	
>PHYSICAL EDUC	.41	
>ENGLISH	.40	
>SOCIOLOGY	.40	
>ART AND ART EDUC	.38	
>MATHEMATICS	.37	
>HISTORY	.36	
PREMED/PHAR/DENT	.36	
AGRICULTURE	.35	
>BIOLOGICAL SCI	.34	
ENGINEERING.ELEC	.33	
ANIMAL HUSBANDRY	.32	
BUS ACCT AND FIN	.32	
BUS MANAGEMENT	.32	
FORESTRY	.32	
PHYSICAL SCIENCE	.32	
>PSYCHOLOGY	.32	
ARCHITECTURE	.31	
ENGINEERNG.CIVIL	.31	
ENGINEERING.CHEM	.28	
ENGINEERING.MECH	.28	
>POLITICAL SCI	.28	
BUS & MARKETING	.27	
ECONOMICS	.27	
LAW-GRAD SCHOOL	.26	
AIR FORCE CADET	.22	
MILITARY CADET	.20	

V 59			
M	.47	S	.34
MBI	.09	F	.49
W	.93	O	.73
WBI	.10	MO	.92

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 9. Score report for female veterinarian criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME PSYCHIATRIST — SEX NOT CODED — DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
PSYCHIATRIST	.99*	
>PSYCH. CLINICAL	.95*	
PEDIATRICIAN	.93*	
>SOC WORKER.PSYCH	.92	
PSYCH.COUNSELING	.91	
PSYCHOLOGY PROF	.91	
>SOCIAL CASEWORKR	.91	
PSYCHOLOGIST		.89*
>SOC WORKER.GROUP	.89	
STATISTICIAN	.89	
>AUDIOL/SP PATHOL	.88	
MATHEMATICIAN	.88	
>PHYSICIAN		.87*
>PSYCH. CLINICAL		.87*
>PHYS THERAPIST	.87	
ELEM SCHL TCHR	.86	
>NURSE	.86	
>PHYS THERAPIST		.85*
>COUNSELOR.HI SCH	.85	
OPTOMETRIST	.85	
UNIV PASTOR	.85	
>SOC WORKER.GROUP		.84*
CHEMIST	.84	
>DENTIST		.83*
>SOCIAL CASEWORKR		.83*
>SOC WORKER.PSYCH		.83*
>COMPUTR PROGRAMR	.83	
MINISTER	.83	
>PHYSICIAN	.83	
PSYCH.INDUSTRIAL	.83	
>COMPUTR PROGRAMR		.82
>LAWYER		.81
SOC WORKER.MEDIC		.81
>LAWYER	.81	
>LIBRARIAN	.81	
OSTEOPATH	.81	
DEAN OF WOMEN		.80
STENOGRAPHER		.80
ARCHITECT	.80	
>SCIENCE TCHR. HS	.80	
>AUDIOL/SP PATHOL		.79
>DENTIST	.79	
METEOROLOGIST	.79	
PODIATRIST	.79	
>MATH TCHR.HI SCH	.78	
ENGINEER		.77
NUTRITIONIST		.77
>SCIENCE TCHR. HS		.77
ENG.MINING/METAL	.77	
HOME EC TCHR COL		.76
>BOOKSTOR MANAGER	.76	
ENGINEER. CIVIL	.76	
PERSONNEL MANAGR	.76	
DIETITIAN. ADMIN		.75
OCCUPA THERAPIST		.75
>COUNSELOR.HI SCH		.74
ENGINEER. MECH	.74	
JOURNALIST	.74	
>X-RAY TECHNICIAN	.74	
SOC WORKR.SCHOOL		.73
PHOTOGRAPHER	.73	
SCHOOL SUPT	.73	
RELIGIOUS ED DIR		.72

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
PHARMACIST	.72	
TRAVEL AGENT	.72	
YMCA SECRETARY	.72	
ENGINEER. ELEC	.71	
ENG.HEAT/AIR CON	.71	
>BOOKSTOR MANAGER		.70
>ACCT.CERT PUBLIC	.70	
>VETERINARIAN	.70	
>X-RAY TECHNICIAN		.69
>ACCOUNTANT		.68
FORESTER	.68	
DIETITIAN.SCHOOL		.67
>LIBRARIAN		.67
RADIO STATON MGR	.67	
>BANKER		.66
>NURSE		.66
ENGINEER. INDUS	.66	
>INTERIOR DECORAT	.66	
>MATH TCHR.HI SCH		.66
PLANT NURSRY WKR	.65	
>INS AGT/UNDRWRTR		.64
BUYER	.64	
PHARMACEUT SALES	.64	
REAL ESTATE AGT	.64	
TV REPAIRER	.64	
CLOTHIER. RETAIL	.63	
PRINTER	.63	
SALES ENG.HT/AIR	.63	
>INTERIOR DECORAT		.62
PRIMARY SCH TCHR		.62
DENTAL ASSISTANT		.60
HOME DEMONST AGT		.60
>BANKER	.60	
COUNTY AGRI AGT	.60	
SECRETARY		.59
>FLORIST	.59	
>INSURANCE AGENT	.58	
POLICE OFFICER	.58	
POSTAL CLERK	.58	
>FLORIST		.57
>BOOKKEEPER	.57	
BLDG CONTRACTOR	.57	
SUPERVSR.INDUSTR	.57	
AUTO SALESPERSON	.56	
BRICKLAYER	.56	
FARMER	.56	
>VETERINARIAN		.53
PLUMBING CONTRAC	.53	
>BOOKKEEPER		.52
ELECTRICIAN	.51	
PAINTER. HOUSE	.50	
WELDER	.50	
BEAUTICIAN		.49
OFFICE CLERK		.49
BANK CLERK		.48
MACHINIST	.48	
PLUMBER	.47	
CARPENTER	.46	
AUTO MECHANIC	.45	
TRUCK DRIVER	.44	
DEPT STORE SALES		.40

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>ELEMENTARY EDUC	.88*	
>FOREIGN LANGUAGE	.88*	
>SOCIOLOGY	.88*	
>BIOLOGICAL SCI	.84*	
>MUSIC & MUSIC ED	.84*	
>PSYCHOLOGY	.84*	
>HISTORY	.83*	
PREMED/PHAR/DENT	.82*	
>PSYCHOLOGY		.81*
PHYSICAL SCIENCE	.81	
>MATHEMATICS	.80	
>HISTORY		.79*
LAW-GRAD SCHOOL	.79	
>POLITICAL SCI	.79	
>BIOLOGICAL SCI		.78*
>FOREIGN LANGUAGE		.77*
>ENGLISH	.77	
SOCIAL SCI. GENL		.76*
>POLITICAL SCI		.76*
>PHYSICAL EDUC	.76	
HEALTH PROFES		.75*
>MATHEMATICS		.75*
>MUSIC & MUSIC ED		.74
>PHYSICAL EDUC		.74
NURSING		.73
>ELEMENTARY EDUC		.72
>SOCIOLOGY		.72
ENGINEERING.ELEC	.72	
AIR FORCE CADET	.72	
>ENGLISH		.71
ARCHITECTURE	.71	
ECONOMICS	.71	
MILITARY CADET	.71	
ENGINEERING.CHEM	.70	
FORESTRY	.69	
>ART AND ART EDUC	.68	
ENGINEERNG.CIVIL	.68	
HOME ECON EDUC		.67
DRAMA		.66
ENGINEERING.MECH	.65	
BUS MANAGEMENT	.64	
>ART AND ART EDUC		.62
TCHG CATH SISTER		.62
BUS ED & COMMERC		.61
AGRICULTURE	.60	
ANIMAL HUSBANDRY	.60	
BUS ACCT AND FIN	.60	
BUS & MARKETING	.60	

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M	.71	S	.62
MBI	.44	F	.71
W	.66	D	.60
WBI	.46	MD	.62

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES. WITH SCORES IN M AND F COLUMNS

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Figure 10. Score report for male psychiatrist criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME >COMPUTR PROGRAMR SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>COMPUTR PROGRAMR		.99*
>DENTIST		.86
ENGINEER		.86
MATHEMATICIAN	.85*	
CHEMIST	.84*	
>COMPUTR PROGRAMR	.84*	
>PHYS THERAPIST		.83
>PHYSICIAN		.83
STATISTICIAN	.82*	
>SCIENCE TCHR. HS		.81
SOC WORKR.SCHOOL		.81
>ACCOUNTANT		.79
PSYCHOLOGIST		.79
OPTOMETRIST	.79*	
PEDIATRICIAN	.79*	
DIETITIAN.SCHOOL		.78
ARCHITECT	.78	
>AUDIOL/SP PATHOL		.77
>LAWYER		.77
ENG.MINING/METAL	.77	
>BANKER		.76
DIETITIAN. ADMIN		.76
HOME EC TCHR COL		.76
>MATH TCHR.HI SCH		.76
>SCIENCE TCHR. HS	.76	
>DENTIST	.75	
ELEM SCHL TCHR	.75	
ENGINEER. CIVIL	.75	
METEOROLOGIST	.75	
PSYCHIATRIST	.75	
>BOOKSTOR MANAGER		.74
NUTRITIONIST		.74
OCCUPA THERAPIST		.74
ENG.HEAT/AIR CON	.74	
>MATH TCHR.HI SCH	.74	
PSYCHOLOGY PROF	.74	
DEAN OF WOMEN		.73
>PSYCH. CLINICAL		.73
ENGINEER. MECH	.73	
>LIBRARIAN	.73	
PLANT NURSRY WKR	.73	
>INTERIOR DECORAT		.72
>LIBRARIAN		.72
>X-RAY TECHNICIAN		.72
>AUDIOL/SP PATHOL	.72	
>BOOKSTOR MANAGER	.72	
ENGINEER. ELEC	.72	
>SOCIAL CASEWORKR		.71
>SOC WORKER.PSYCH		.71
>LAWYER	.71	
>NURSE	.71	
PHOTOGRAPHER	.71	
>PHYS THERAPIST	.71	
>FLORIST		.70
SOC WORKER.MEDIC		.70
STENOGRAPHER		.70
>INTERIOR DECORAT	.70	
OSTEOPATH	.70	
PHARMACIST	.70	
>PHYSICIAN	.70	
>INS AGT/UNDRWRTR		.69
PRIMARY SCH TCHR		.69
SECRETARY		.69

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>SOC WORKER.GROUP		.69
>PSYCH. CLINICAL	.69	
>COUNSELOR.HI SCH		.68
PSYCH.COUNSELING	.68	
>ACCT.CERT PUBLIC	.67	
>COUNSELOR.HI SCH	.67	
>FLORIST	.67	
>X-RAY TECHNICIAN	.67	
DENTAL ASSISTANT		.66
HOME DEMONST AGT		.66
FORESTER	.66	
PODIATRIST	.66	
PSYCH.INDUSTRIAL	.66	
SALES ENG.MT/AIR	.66	
>SOC WORKER.PSYCH	.66	
>BOOKKEEPER		.65
>VETERINARIAN		.65
>SOCIAL CASEWORKR	.65	
TRAVEL AGENT	.65	
>VETERINARIAN	.65	
>NURSE		.64
BUYER	.64	
ENGINEER. INDUS	.64	
CLOTHIER. RETAIL	.63	
REAL ESTATE AGT	.63	
TV REPAIRER	.63	
BEAUTICIAN		.62
>BANKER	.62	
MINISTER	.62	
BANK CLERK		.61
OFFICE CLERK		.61
RELIGIOUS ED DIR		.61
SCHOOL SUPT	.61	
>SOC WORKER.GROUP	.61	
PERSONNEL MANAGR	.60	
POSTAL CLERK	.60	
RADIO STATON MGR	.60	
UNIV PASTOR	.60	
PRINTER	.59	
>BOOKKEEPER	.58	
JOURNALIST	.58	
BLDG CONTRACTOR	.57	
SUPERVSR.INDUSTR	.57	
>INSURANCE AGENT	.56	
BRICKLAYER	.55	
COUNTY AGRI AGT	.55	
FARMER	.55	
PLUMBING CONTRAC	.54	
DEPT STORE SALES		.53
PAINTER. HOUSE	.53	
AUTO SALESPERSON	.52	
ELECTRICIAN	.52	
MACHINIST	.52	
WELDER	.52	
YMCA SECRETARY	.52	
PHARMACEUT SALES	.51	
POLICE OFFICER	.51	
AUTO MECHANIC	.50	
PLUMBER	.48	
CARPENTER	.46	
TRUCK DRIVER	.43	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>MATHEMATICS		.89*
>BIOLOGICAL SCI		.83*
PHYSICAL SCIENCE	.79*	
>MATHEMATICS	.78*	
HEALTH PROFES		.77
>PSYCHOLOGY		.76
>MUSIC & MUSIC ED	.76*	
>FOREIGN LANGUAGE		.75
>MUSIC & MUSIC ED		.75
>FOREIGN LANGUAGE	.75*	
>HISTORY		.74
>BIOLOGICAL SCI	.74*	
>ELEMENTARY EDUC		.73
ENGINEERING.ELEC	.73*	
HOME ECON EDUC		.72
>ELEMENTARY EDUC	.72	
PREMED/PHAR/DENT	.71	
BUS ED & COMMERC		.70
SOCIAL SCI. GENL		.70
>PHYSICAL EDUC		.70
ENGINEERING.CHEM	.70	
>POLITICAL SCI		.69
ARCHITECTURE	.69	
ENGINEERNG.CIVIL	.69	
>SOCIOLOGY	.69	
>PSYCHOLOGY	.68	
>ART AND ART EDUC		.67
FORESTRY	.67	
NURSING		.66
ENGINEERING.MECH	.66	
>ART AND ART EDUC	.65	
LAW-GRAD SCHOOL	.65	
>ENGLISH		.64
>HISTORY	.64	
>SOCIOLOGY		.63
AIR FORCE CADET	.63	
AGRICULTURE	.61	
ANIMAL HUSBANDRY	.61	
ECONOMICS	.61	
>PHYSICAL EDUC	.61	
TCHG CATH SISTER		.60
BUS ACCT AND FIN	.60	
>POLITICAL SCI	.60	
DRAMA		.59
BUS MANAGEMENT	.59	
>ENGLISH	.58	
MILITARY CADET	.58	
BUS & MARKETING	.55	

V 58

M	.68	S	.60
MBI	.31	F	.68
W	.75	D	.57
WBI	.34	ML	.68

RA

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 11. Score report for female computer programer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME>COMPUTR PROGRAMR SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>COMPUTR PROGRAMR	.99*	
CHEMIST	.94*	
MATHEMATICIAN	.94*	
STATISTICIAN	.92	
ENG.MINING/METAL	.90	
ENGINEER. CIVIL	.88	
ENGINEER. MECH	.88	
ENGINEER		.87*
PSYCHOLOGY PROF	.87	
ENG.HEAT/AIR CON	.86	
METEOROLOGIST	.86	
>SCIENCE TCHR. HS	.86	
>COMPUTR PROGRAMR		.85*
ENGINEER. ELEC	.85	
>MATH TCHR.HI SCH	.85	
OPTOMETRIST	.84	
PEDIATRICIAN	.83	
ENGINEER. INDUS	.81	
PSYCHIATRIST	.81	
>BOOKSTOR MANAGER	.80	
>LAWYER	.80	
PSYCH.INDUSTRIAL	.80	
>DENTIST	.79	
ELEM SCHL TCHR	.79	
FORESTER	.79	
>ACCT.CERT PUBLIC	.78	
>PHYS THERAPIST	.78	
>PSYCH. CLINICAL	.78	
ARCHITECT	.77	
PLANT NURSRY WKR	.76	
>PHYSICIAN	.76	
PSYCH.COUNSELING	.76	
SALES ENG.HT/AIR	.76	
TV REPAIRER	.76	
>AUDIOL/SP PATHOL	.76	
>COUNSELOR.HI SCH	.75	
>LIBRARIAN	.75	
>NURSE	.75	
OSTEOPATH	.75	
PHARMACIST	.75	
PHOTOGRAPHER	.75	
BUYER	.74	
>VETERINARIAN	.74	
>DENTIST		.73
>X-RAY TECHNICIAN	.73	
>PHYSICIAN		.72
>SCIENCE TCHR. HS		.72
SOC WORKR.SCHOOL		.72
PERSONNEL MANAGR	.72	
SCHOOL SUPT	.72	
PSYCHOLOGIST		.71
>BANKER	.70	
TRAVEL AGENT	.70	
>FLORIST	.69	
RADIO STATON MGR	.69	
REAL ESTATE AGT	.69	
>SOCIAL CASEWORKR	.69	
>SOC WORKER.PSYCH	.69	
>PHYS THERAPIST		.68
>BOOKKEEPER	.68	
BLDG CONTRACTOR	.68	
JOURNALIST	.68	
PRINTER	.68	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
PODIATRIST	.67	
SUPERVSR.INDUSTR	.67	
POSTAL CLERK	.66	
UNIV PASTOR	.66	
>ACCOUNTANT		.65
>LAWYER		.65
CLOTHIER. RETAIL	.65	
COUNTY AGRI AGT	.65	
POLICE OFFICER	.65	
HOME EC TCHR COL		.64
BRICKLAYER	.64	
>INSURANCE AGENT	.64	
PLUMBING CONTRAC	.64	
>SOC WORKER.GROUP	.64	
>BANKER		.63
>PSYCH. CLINICAL		.63
ELECTRICIAN	.63	
FARMER	.63	
MACHINIST	.63	
MINISTER	.63	
>AUDIOL/SP PATHOL		.62
DIETITIAN. ADMIN		.62
DIETITIAN.SCHOOL		.62
WELDER	.62	
>MATH TCHR.HI SCH		.61
>BOOKSTOR MANAGER		.60
DEAN OF WOMEN		.60
PHARMACEUT SALES	.60	
YMCA SECRETARY	.60	
>X-RAY TECHNICIAN		.59
AUTO MECHANIC	.59	
AUTO SALESPERSON	.59	
>INS AGT/UNDRWTR		.58
NUTRITIONIST		.58
PAINTER. HOUSE	.58	
PLUMBER	.58	
>SOC WORKER.GROUP		.57
>LIBRARIAN		.56
OCCUPA THERAPIST		.56
>SOC WORKER.PSYCH		.56
>INTERIOR DECORAT	.56	
>COUNSELOR.HI SCH		.55
>SOCIAL CASEWORKR		.55
CARPENTER	.55	
SOC WORKER.MEDIC		.54
STENOGRAPHER		.53
TRUCK DRIVER	.53	
>FLORIST		.51
SECRETARY		.51
>INTERIOR DECORAT		.50
PRIMARY SCH TCHR		.50
>BOOKKEEPER		.49
>NURSE		.49
DENTAL ASSISTANT		.48
HOME DEMONST AGT		.48
RELIGIOUS ED DIR		.47
>VETERINARIAN		.47
BANK CLERK		.44
BEAUTICIAN		.43
OFFICE CLERK		.43
DEPT STORE SALES		.35

COLLEGE MAJOR SCALES	NORMS M	NORMS F
PHYSICAL SCIENCE	.94*	
>MATHEMATICS	.93*	
ENGINEERING.ELEC	.90*	
ENGINEERING.CHEM	.86	
>BIOLOGICAL SCI	.84	
ENGINEERNG.CIVIL	.84	
ENGINEERING.MECH	.84	
FORESTRY	.84	
PREMED/PHAR/DENT	.80	
>ELEMENTARY EDUC	.79	
>PSYCHOLOGY	.79	
AIR FORCE CADET	.79	
>FOREIGN LANGUAGE	.76	
>MUSIC & MUSIC ED	.76	
ECONOMICS	.75	
LAW-GRAD SCHOOL	.75	
>SOCIOLOGY	.75	
MILITARY CADET	.75	
>MATHEMATICS		.74*
AGRICULTURE	.74	
BUS ACCT AND FIN	.74	
ANIMAL HUSBANDRY	.73	
>HISTORY	.73	
>BIOLOGICAL SCI		.72*
ARCHITECTURE	.72	
BUS MANAGEMENT	.72	
>PHYSICAL EDUC	.72	
>POLITICAL SCI	.70	
BUS & MARKETING	.66	
>ENGLISH	.65	
>PSYCHOLOGY		.64
HEALTH PROFES		.63
>HISTORY		.61
>PHYSICAL EDUC		.61
>ART AND ART EDUC	.59	
>FOREIGN LANGUAGE		.55
>MUSIC & MUSIC ED		.57
>POLITICAL SCI		.57
BUS ED & COMMERC		.56
>ELEMENTARY EDUC		.54
SOCIAL SCI. GENL		.54
>ENGLISH		.53
HOME ECON EDUC		.53
NURSING		.53
>ART AND ART EDUC		.49
>SOCIOLOGY		.49
DRAMA		.48
TCHG CATH SISTER		.45

V 59

M	.79	S	.75
MBI	.29	F	.77
W	.57	O	.44
WBI	.31	MO	.50

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES. WITH SCORES IN M AND F COLUMNS.

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Figure 12. Score report for male computer programer criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME DENTAL ASSISTANT SEX NOT CODED DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
DENTAL ASSISTANT		.99*
>X-RAY TECHNICIAN		.95*
>NURSE		.92
OFFICE CLERK		.91
BEAUTICIAN		.90
SECRETARY		.90
>VETERINARIAN		.90
BANK CLERK		.88
>BOOKKEEPER		.88
>FLORIST		.88
PRIMARY SCH TCHR		.86
HOME DEMONST AGT		.85
DIETITIAN,SCHOOL		.83
>PHYS THERAPIST		.82
>MATH TCHR,HI SCH		.81
>ACCOUNTANT		.80
DEPT STORE SALES		.80
DIETITIAN, ADMIN		.80
HOME EC TCHR COL		.79
>COUNSELOR,HI SCH		.78
NUTRITIONIST		.78
OCCUPA THERAPIST		.78
>BANKER		.77
>BOOKSTOR MANAGER		.76
SOC WORKER,MEDIC		.75
STENOGRAPHER		.75
>INS AGT/UNDRWRTR		.74
>LIBRARIAN		.74
>AUDIOL/SP PATHOL		.73
>DENTIST		.73
>SCIENCE TCHR, HS		.73
>X-RAY TECHNICIAN	.73*	
>SOCIAL CASEWORKR		.72
DEAN OF WOMEN		.71
RELIGIOUS ED DIR		.70
>SOC WORKER,GROUP		.70
>PHYSICIAN		.69
OSTEOPATH	.69*	
>DENTIST	.68*	
>NURSE	.68*	
>SOC WORKER,PSYCH		.68
PEDIATRICIAN	.66	
>PHYSICIAN	.66	
PHARMACIST	.65	
POSTAL CLERK	.65	
>PHYS THERAPIST	.64	
PSYCHOLOGIST		.63
>LAWYER		.62
SOC WORKR,SCHOOL		.62
>BOOKKEEPER	.62	
OPTOMETRIST	.62	
PODIATRIST	.62	
SUPERVSR,INDUSTR	.62	
>COMPUTR PROGRAMR		.61
>PSYCH, CLINICAL		.61
>INTERIOR DECORAT		.60
>BANKER	.59	
>BOOKSTOR MANAGER	.59	
BRICKLAYER	.59	
BUYER	.59	
ELEM SCHL TCHR	.59	
>COUNSELOR,HI SCH	.58	
>FLORIST	.58	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>MATH TCHR,HI SCH	.58	
MINISTER	.58	
>SCIENCE TCHR, HS	.58	
TV REPAIRER	.58	
>VETERINARIAN	.58	
>AUDIOL/SP PATHOL	.57	
>INTERIOR DECORAT	.57	
PAINTER, HOUSE	.57	
WELDER	.57	
ELECTRICIAN	.56	
PLANT NURSRY WKR	.56	
>SOCIAL CASEWORKR	.56	
CLOTHIER, RETAIL	.55	
MACHINIST	.55	
PRINTER	.55	
PSYCHIATRIST	.55	
AUTO MECHANIC	.54	
CARPENTER	.54	
>LIBRARIAN	.54	
PLUMBER	.54	
POLICE OFFICER	.54	
YMCA SECRETARY	.54	
>INSURANCE AGENT	.53	
PHOTOGRAPHER	.53	
PLUMBING CONTRAC	.53	
REAL ESTATE AGT	.53	
SCHOOL SUPT	.53	
TRAVEL AGENT	.53	
ENG,MINING/METAL	.52	
>SOC WORKER,PSYCH	.52	
TRUCK DRIVER	.52	
BLDG CONTRACTOR	.51	
CHEMIST	.51	
ENGINEER, ELEC	.51	
ENG,HEAT/AIR CON	.51	
>LAWYER	.51	
ARCHITECT	.50	
ENGINEER, CIVIL	.50	
MATHEMATICIAN	.50	
METEOROLOGIST	.50	
ENGINEER		.49
COUNTY AGRI AGT	.49	
FARMER	.49	
>SOC WORKER,GROUP	.49	
PSYCH,COUNSELING	.48	
ENGINEER, MECH	.47	
FORESTER	.47	
RADIO STATCN MGR	.47	
PERSONNEL MANAGR	.46	
PHARMACEUT SALES	.46	
>PSYCH, CLINICAL	.46	
PSYCHOLOGY PROF	.46	
STATISTICIAN	.45	
AUTO SALESPERSCN	.44	
SALES ENG,PT/AIR	.43	
>COMPUTR PROGRAMR	.42	
ENGINEER, INDUS	.42	
UNIV PASTOR	.42	
>ACCT,CERT PUBLIC	.41	
PSYCH,INDUSTRIAL	.40	
JOURNALIST	.38	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
NURSING		.83*
HOME ECON EDUC		.76
HEALTH PROFES		.75
TCHG CATH SISTER		.73
>ELEMENTARY EDUC		.72
>PHYSICAL EDUC		.71
>MATHEMATICS		.68
BUS ED & COMMERC		.66
SOCIAL SCI, GENL		.66
>MUSIC & MUSIC ED		.66
>BIOLOGICAL SCI		.65
>FOREIGN LANGUAGE		.64
>SOCIOLOGY		.59
>PSYCHOLOGY		.57
>HISTORY		.56
>ELEMENTARY EDUC	.55*	
>ENGLISH		.53
PREMED/PHAR/DENT	.53*	
>PHYSICAL EDUC	.51*	
>ART AND ART EDUC		.50
>MUSIC & MUSIC ED	.50*	
>FOREIGN LANGUAGE	.48	
>BIOLOGICAL SCI	.47	
DRAMA		.45
>POLITICAL SCI		.45
ENGINEERING,ELEC	.44	
FORESTRY	.44	
>SOCIOLOGY	.44	
AGRICULTURE	.43	
>MATHEMATICS	.43	
PHYSICAL SCIENCE	.43	
ANIMAL HUSBANDRY	.42	
ENGINEERING,CHEM	.41	
ENGINEERNG,CIVIL	.41	
>PSYCHOLOGY	.40	
BUS MANAGEMENT	.39	
BUS ACCT AND FIN	.38	
ENGINEERING,MECH	.38	
>HISTORY	.38	
>ART AND ART EDUC	.35	
ECONOMICS	.34	
>ENGLISH	.34	
ARCHITECTURE	.32	
BUS & MARKETING	.32	
LAW-GRAD SCHOOL	.31	
AIR FORCE CADET	.31	
>POLITICAL SCI	.29	
MILITARY CADET	.29	

V 56

M	.58	S	.42
MBI	.19	F	.62
W	.90	D	.69
WBI	.19	MD	.90

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 13. Score report for female dental assistant criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME >DENTIST — SEX NOT CODED — DATE 12/11/79

OCCUPATIONAL SCALES	NORMS M	NORMS F
>DENTIST		.99*
>PHYSICIAN		.94*
>PHYS THERAPIST		.90
>COMPUTR PROGRAMR		.89
SOC WORKR.SCHOOL		.89
>NURSE	.88*	
>AUDIOL/SP PATHOL		.86
ENGINEER		.86
PEDIATRICIAN	.86*	
>AUDIOL/SP PATHOL	.84*	
ELEM SCHL TCHR	.84*	
>PHYS THERAPIST	.83*	
OCCUPA THERAPIST		.82
PSYCHIATRIST	.82*	
OPTOMETRIST	.81	
PSYCHOLOGIST		.80
>X-RAY TECHNICIAN		.80
>DENTIST	.80	
>BANKER		.79
DIETITIAN, ADMIN		.79
OSTEOPATH	.79	
PODIATRIST	.79	
HOME EC TCHR COL		.78
>PHYSICIAN	.78	
DIETITIAN.SCHOOL		.77
>PSYCH. CLINICAL		.77
>SCIENCE TCHR. HS		.77
CHEMIST	.77	
MATHEMATICIAN	.77	
NUTRITIONIST		.76
>COMPUTR PROGRAMR	.76	
>X-RAY TECHNICIAN	.76	
DENTAL ASSISTANT		.75
>INS AGT/UNDRWRTR		.75
>SOC WORKER.PSYCH		.75
ARCHITECT	.75	
PHOTOGRAPHER	.75	
>SCIENCE TCHR. HS	.75	
>NURSE		.74
>SOCIAL CASEWORKR		.74
SOC WORKER.MEDIC		.74
>INTERIOR DECORAT	.74	
>PSYCH. CLINICAL	.74	
STATISTICIAN	.74	
>SOC WORKER.PSYCH	.73	
>BOOKSTOR MANAGER		.72
>FLORIST		.72
STENOGRAPHER		.72
PHARMACIST	.72	
>SOCIAL CASEWORKR	.72	
DEAN OF WOMEN		.71
>LAWYER		.71
>SOC WORKER.GROUP		.71
ENG.MINING/METAL	.71	
PSYCHOLOGY PROF	.71	
>ACCOUNTANT		.70
>INTERIOR DECORAT		.70
PRIMARY SCH TCHR		.70
>COUNSELOR.HI SCH	.70	
ENGINEER, CIVIL	.70	
ENG.HEAT/AIR CON	.70	
ENGINEER, MECH	.70	
PSYCH.COUNSELING	.70	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
HOME DEMONST AGT		.69
>LIBRARIAN		.69
>MATH TCHR.HI SCH		.69
>BOOKSTOR MANAGER	.69	
>LIBRARIAN	.69	
METEOROLOGIST	.69	
>VETERINARIAN	.69	
PLANT NURSRY WKR	.68	
>COUNSELOR.HI SCH		.67
SECRETARY		.67
>MATH TCHR.HI SCH	.67	
>SOC WORKER.GROUP	.67	
BEAUTICIAN		.66
ENGINEER, ELEC	.66	
>VETERINARIAN		.65
>FLORIST	.65	
>LAWYER	.64	
PSYCH.INDUSTRIAL	.64	
TRAVEL AGENT	.64	
>BOOKKEEPER		.63
>ACCT.CERT PUBLIC	.63	
FORESTER	.63	
RELIGIOUS ED DIR		.62
MINISTER	.62	
TV REPAIRER	.62	
UNIV PASTOR	.62	
BANK CLERK		.61
OFFICE CLERK		.61
BUYER	.61	
SALES ENG.NT/AIR	.61	
CLOTHIER, RETAIL	.60	
ENGINEER, INDUS	.60	
PERSONNEL MANAGR	.60	
PHARMACEUT SALES	.60	
PRINTER	.60	
BRICKLAYER	.59	
POSTAL CLERK	.59	
SCHOOL SUPT	.59	
REAL ESTATE AGT	.58	
>BANKER	.57	
PAINTER, HOUSE	.57	
SUPERVSR.INDUSTR	.57	
POLICE OFFICER	.56	
RADIO STATON MGR	.56	
YMCA SECRETARY	.56	
AUTO SALESPERSON	.55	
>BOOKKEEPER	.55	
DEPT STORE SALES		.54
BLDG CONTRACTOR	.54	
>INSURANCE AGENT	.54	
WELDER	.54	
COUNTY AGRI AGT	.53	
PLUMBING CONTRAC	.53	
ELECTRICIAN	.52	
JOURNALIST	.52	
MACHINIST	.51	
AUTO MECHANIC	.50	
FARMER	.50	
PLUMBER	.50	
CARPENTER	.48	
TRUCK DRIVER	.45	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
HEALTH PROFES		.90*
>BIOLOGICAL SCI		.89*
>MATHEMATICS		.87*
>PHYSICAL EDUC		.82
>PSYCHOLOGY		.81
>FOREIGN LANGUAGE		.80
HOME ECON EDUC		.80
>BIOLOGICAL SCI	.80*	
NURSING		.79
>ELEMENTARY EDUC	.79*	
>ELEMENTARY EDUC		.78
>FOREIGN LANGUAGE	.78*	
PREMED/PHAR/DENT	.78*	
>MUSIC & MUSIC ED		.77
>HISTORY		.76
SOCIAL SCI, GENL		.75
>MUSIC & MUSIC ED	.75*	
PHYSICAL SCIENCE	.74*	
>ART AND ART EDUC		.72
>SOCIOLOGY		.72
ARCHITECTURE	.72	
>MATHEMATICS	.72	
>PSYCHOLOGY	.72	
>SOCIOLOGY	.72	
BUS ED & COMMERC		.71
>POLITICAL SCI		.70
>ART AND ART EDUC	.70	
ENGINEERING.ELEC	.70	
DRAMA		.69
>PHYSICAL EDUC	.69	
AIR FORCE CADET	.69	
>ENGLISH		.67
ENGINEERING.CHEM	.67	
ENGINEERNG.CIVIL	.67	
ENGINEERING.MECH	.66	
FORESTRY	.66	
>HISTORY	.64	
LAW-GRAD SCHOOL	.64	
MILITARY CADET	.64	
TCHG CATH SISTER		.63
ANIMAL HUSBANDRY	.63	
AGRICULTURE	.62	
BUS MANAGEMENT	.59	
>ENGLISH	.59	
ECONOMICS	.58	
>POLITICAL SCI	.58	
BUS ACCT AND FIN	.55	
BUS & MARKETING	.55	

V 56

M	.65	S	.60
MBI	.34	F	.69
W	.74	D	.69
WBI	.36	MU	.71

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 14. Score report for female dentist criterion group.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME [redacted] FEMALE 64503 DATE 02/20/80

OCCUPATIONAL SCALES	NORMS M	NORMS F
DEAN OF WOMEN		.56*
>LAWYER		.56*
>BANKER		.55*
>AUDIOL/SP PATHOL		.54*
>COUNSELOR,HI SCH		.54*
>SOC WORKER,PSYCH		.54*
>COUNSELOR,HI SCH	.54*	
>LIBRARIAN	.54*	
TRAVEL AGENT	.54*	
>SOCIAL CASEWORKR		.53*
SOC WORKER,MEDIC		.53*
>BOOKSTOR MANAGER	.53*	
PSYCH,INDUSTRIAL	.53*	
>INS AGT/UNDRWRTR		.52*
>SOC WORKER,GROUP		.52*
STENOGRAPHER		.52*
>LAWYER	.52*	
PERSONNEL MANAGR	.52*	
RADIO STATCN MGR	.52*	
>INTERIOR DECORAT		.51*
>LIBRARIAN		.51*
PSYCHOLOGIST		.51*
PLANT NURSRY WKR	.51*	
>BOOKSTOR MANAGER		.50*
DIETITIAN, ADMIN		.50*
NUTRITIONIST		.50*
>PSYCH, CLINICAL		.50*
CLOTHIER, RETAIL	.50*	
PHARMACEUT SALES	.50*	
PSYCH,COUNSELING	.50*	
REAL ESTATE AGT	.50*	
>SOCIAL CASEWORKR	.50*	
>SOC WORKER,PSYCH	.50*	
>ACCT,CERT PUBLIC	.49*	
>INTERIOR DECORAT	.49*	
>INSURANCE AGENT	.48*	
JOURNALIST	.48*	
SCHOOL SUPT	.48*	
DIETITIAN,SCHOOL		.47
>FLORIST	.47	
>PSYCH, CLINICAL	.47	
>SOC WORKER,GROUP	.47	
YMCA SECRETARY	.47	
>FLORIST		.46
AUTO SALESPERSON	.46	
PSYCHOLOGY PROF	.46	
HOME DEMONST AGT		.46
>AUDIOL/SP PATHOL	.45	
SALES ENG,MT/AIR	.45	
>DENTIST		.44
COUNTY AGRI AGT	.44	
ELEM SCHL TCHR	.44	
OPTOMETRIST	.44	
PHOTOGRAPHER	.44	
UNIV PASTOR	.44	
PRIMARY SCH TCHR		.43
RELIGIOUS ED DIR		.43
PODIATRIST	.43	
STATISTICIAN	.43	
>ACCOUNTANT		.42
HOME EC TCHR COL		.42
>PHYSICIAN		.42
SECRETARY		.42

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
BUYER	.42	
PSYCHIATRIST	.42	
>COMPUTR PROGRAMR		.41
ENGINEER		.41
METEOROLOGIST	.41	
MINISTER	.41	
>PHYS THERAPIST		.40
SOC WORKR,SCHOOL		.40
ARCHITECT	.40	
>BANKER	.40	
ENG,MINING/METAL	.40	
PHARMACIST	.40	
>MATH TCHR,HI SCH		.39
>VETERINARIAN		.39
DEPT STORE SALES		.38
CHEMIST	.38	
ENG,HEAT/AIR CON	.38	
>NURSE	.38	
ENGINEER, CIVIL	.37	
ENGINEER, INDUS	.37	
FORESTER	.37	
PEDIATRICIAN	.37	
>SCIENCE TCHR, HS	.37	
>VETERINARIAN	.37	
>SCIENCE TCHR, HS		.36
FARMER	.36	
MATHEMATICIAN	.36	
>MATH TCHR,HI SCH	.36	
BANK CLERK		.35
BEAUTICIAN		.35
>NURSE		.35
OCCUPA THERAPIST		.35
>COMPUTR PROGRAMR	.35	
>PHYS THERAPIST	.35	
DENTAL ASSISTANT		.34
ENGINEER, MECH	.34	
PRINTER	.34	
>BOOKKEEPER		.33
>DENTIST	.33	
ENGINEER, ELEC	.33	
OFFICE CLERK		.32
>PHYSICIAN	.32	
>X-RAY TECHNICIAN		.31
OSTEOPATH	.31	
POLICE OFFICER	.31	
TV REPAIRER	.30	
BLDG CONTRACTOR	.29	
PLUMBING CONTRAC	.28	
>BOOKKEEPER	.27	
POSTAL CLERK	.26	
SUPERVSR,INDUSTR	.26	
>X-RAY TECHNICIAN	.26	
BRICKLAYER	.25	
TRUCK DRIVER	.24	
ELECTRICIAN	.21	
PAINTER, HOUSE	.21	
PLUMBER	.20	
WELDER	.20	
AUTO MECHANIC	.18	
CARPENTER	.18	
MACHINIST	.17	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
BUS ED & COMMERC		.54*
>POLITICAL SCI		.54*
>HISTORY	.54*	
SOCIAL SCI, GENL		.53*
>HISTORY		.53*
DRAMA		.52*
>ENGLISH		.52*
LAW-GRAD SCHOOL	.52*	
>POLITICAL SCI	.52*	
>ENGLISH	.51*	
>FOREIGN LANGUAGE		.50*
HOME ECON EDUC		.50*
BUS & MARKETING	.50*	
ECONOMICS	.49*	
>ELEMENTARY EDUC		.48*
>MUSIC & MUSIC ED		.47
>FOREIGN LANGUAGE	.47	
>SOCIOLOGY	.47	
>PSYCHOLOGY		.46
>SOCIOLOGY		.46
BUS MANAGEMENT	.46	
>ELEMENTARY EDUC	.45	
>PHYSICAL EDUC		.43
>PHYSICAL EDUC	.43	
BUS ACCT AND FIN	.42	
>MUSIC & MUSIC ED	.42	
>PSYCHOLOGY	.42	
MILITARY CADET	.42	
AGRICULTURE	.40	
AIR FORCE CADET	.40	
>MATHEMATICS		.39
ANIMAL HUSBANDRY	.39	
>BIOLOGICAL SCI		.38
NURSING		.37
ENGINEERING,CHEM	.37	
FORESTRY	.37	
HEALTH PROFES		.36
PREMED/PHAR/DENT	.36	
>ART AND ART EDUC	.35	
>BIOLOGICAL SCI	.35	
>MATHEMATICS	.35	
ARCHITECTURE	.33	
ENGINEERING,MECH	.33	
PHYSICAL SCIENCE	.32	
>ART AND ART EDUC		.31
ENGINEERNG,CIVIL	.30	
ENGINEERING,ELEC	.30	
TCHG CATH SISTER		.21

V 56

M	.40	S	.35
MBI	.22	F	.40
B	.49	C	.41
MBI	.22	MC	.43

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 15. Score report for a woman manager.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME [redacted] FEMALE 64883 DATE 01/24/80

OCCUPATIONAL SCALES	NORMS M	NORMS F
>COMPUTR PROGRAMR	.52*	
>COMPUTR PROGRAMR		.50*
PSYCHOLOGY PROF	.50*	
PSYCHOLOGIST		.49*
STATISTICIAN	.49*	
>PSYCH. CLINICAL	.48*	
PSYCH.COUNSELING	.48*	
PSYCH.INDUSTRIAL	.48*	
MATHEMATICIAN	.47*	
OPTOMETRIST	.47*	
>DENTIST		.46*
ENGINEER		.46*
>ACCT.CERT PUBLIC	.46*	
>PSYCH. CLINICAL		.45*
PEDIATRICIAN	.45	
PSYCHIATRIST	.45	
SOC WORKR.SCHOOL		.44*
>AUDIOL/SP PATHOL	.44	
>BOOKSTOR MANAGER	.44	
CHEMIST	.44	
ENGINEER. ELEC	.44	
ENGINEER. MECH	.44	
ENG.MINING/METAL	.44	
>BANKER		.43
>PHYSICIAN		.43
ELEM SCHL TCHR	.43	
ENG.HEAT/AIR CON	.43	
PHARMACIST	.43	
>SCIENCE TCHR. HS	.43	
>AUDIOL/SP PATHOL		.42
>COUNSELOR.HI SCH	.42	
>DENTIST	.42	
ENGINEER. CIVIL	.42	
>MATH TCHR.HI SCH	.42	
OSTEOPATH	.42	
PHOTOGRAPHER	.42	
>PHYS THERAPIST	.42	
RADIO STATON MGR	.42	
>SOC WORKER.PSYCH	.42	
>ACCOUNTANT		.41
ARCHITECT	.41	
>NURSE	.41	
>PHYSICIAN	.41	
>BOOKSTOR MANAGER		.40
>LAWYER		.40
>PHYS THERAPIST		.40
BUYER	.40	
ENGINEER. INDUS	.40	
>LAWYER	.40	
METEOROLOGIST	.40	
PODIATRIST	.40	
SALES ENG.HT/AIR	.40	
>SOCIAL CASEWORKR	.40	
TRAVEL AGENT	.40	
>VETERINARIAN	.40	
>SOC WORKER.PSYCH		.39
CLOTHIER. RETAIL	.39	
PERSONNEL MANAGR	.39	
REAL ESTATE AGT	.39	
>SOC WORKER.GROUP	.39	
TV REPAIRER	.39	
>SCIENCE TCHR. HS		.38
PLANT NURSRY WKR	.38	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
SCHOOL SUPT	.38	
>COUNSELOR.HI SCH		.37
>INS AGT/LNDRWRTR		.37
>BANKER	.37	
>LIBRARIAN	.37	
>X-RAY TECHNICIAN	.37	
DEAN OF WOMEN		.36
SECRETARY		.36
>SOCIAL CASEWORKR		.36
>X-RAY TECHNICIAN		.36
>BOOKKEEPER	.36	
FORESTER	.36	
JOURNALIST	.36	
PHARMACEUT SALES	.36	
DIETITIAN.SCHOOL		.35
>SOC WORKER.GROUP		.35
SOC WORKER.MEDIC		.35
STENOGRAPHER		.35
POLICE OFFICER	.35	
OCCUPA THERAPIST		.34
>INSURANCE AGENT	.34	
PRINTER	.34	
UNIV PASTOR	.34	
DENTAL ASSISTANT		.33
DIETITIAN. ADMIN		.33
HOME EC TCHR COL		.33
>MATH TCHR.HI SCH		.33
>NURSE		.33
>VETERINARIAN		.33
AUTO SALESPERSON	.33	
BLDG CONTRACTOR	.33	
>FLORIST	.33	
>INTERIOR DECORAT	.33	
PLUMBING CONTRAC	.33	
>INTERIOR DECORAT		.32
NUTRITIONIST		.32
YMCA SECRETARY	.32	
>LIBRARIAN		.30
RELIGIOUS ED DIR		.30
MINISTER	.30	
POSTAL CLERK	.30	
SUPERVSR.INDUSTR	.30	
BANK CLERK		.29
>BOOKKEEPER		.29
>FLORIST		.29
PRIMARY SCH TCHR		.29
BRICKLAYER	.29	
COUNTY AGRI AGT	.29	
WELDER	.28	
ELECTRICIAN	.27	
PAINTER. HOUSE	.27	
BEAUTICIAN		.26
OFFICE CLERK		.26
FARMER	.26	
MACHINIST	.26	
PLUMBER	.26	
AUTO MECHANIC	.25	
HOME DEMONST AGT		.23
TRUCK DRIVER	.20	
DEPT STORE SALES		.18
CARPENTER	.18	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
>MATHEMATICS	.52*	
ENGINEERING.ELEC	.50*	
PHYSICAL SCIENCE	.50*	
>PSYCHOLOGY	.50*	
>PSYCHOLOGY		.49*
>BIOLOGICAL SCI	.48*	
ENGINEERING.CHEM	.48*	
PREMED/PHAR/DENT	.48*	
BUS ACCT AND FIN	.47*	
ENGINEERING.MECH	.47*	
>SOCIOLOGY	.47*	
AIR FORCE CADET	.47*	
>BIOLOGICAL SCI		.46*
>MATHEMATICS		.46*
>FOREIGN LANGUAGE	.46*	
BUS MANAGEMENT	.45	
ECONOMICS	.45	
ENGINEERNG.CIVIL	.45	
MILITARY CADET	.45	
>ELEMENTARY EDUC	.44	
>MUSIC & MUSIC ED	.44	
BUS ED & COMMERC		.43*
HEALTH PROFES		.43*
ARCHITECTURE	.43	
LAW-GRAD SCHOOL	.43	
>PHYSICAL EDUC	.43	
>FOREIGN LANGUAGE		.42
>PHYSICAL EDUC		.42
>ENGLISH	.42	
BUS & MARKETING	.41	
>HISTORY	.41	
SOCIAL SCI. GENL		.40
>ART AND ART EDUC	.40	
FORESTRY	.40	
>POLITICAL SCI	.40	
>ENGLISH		.39
>SOCIOLOGY		.39
>ELEMENTARY EDUC		.38
>HISTORY		.38
>MUSIC & MUSIC ED		.38
>POLITICAL SCI		.38
>ART AND ART EDUC		.37
DRAMA		.37
NURSING		.37
ANIMAL HUSBANDRY	.36	
HOME ECON EDUC		.34
AGRICULTURE	.34	
TCHG CATH SISTER		.24

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M	.41	S	.46
MBI	.14	F	.38
W	.39	D	.38
WBI	.15	MO	.32

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

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Figure 16. Score report for a woman with sex-atypical interests.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME [redacted] FEMALE 00001 DATE 01/23/80

OCCUPATIONAL SCALES	NORMS M	NORMS F
SECRETARY		.63*
DENTAL ASSISTANT		.62*
>VETERINARIAN		.62*
>NURSE		.61*
OFFICE CLERK		.61*
BEAUTICIAN		.59*
>BOOKKEEPER		.59*
>FLORIST		.59*
PRIMARY SCH TCHR		.59*
BANK CLERK		.58*
>AUDIOL/SP PATHOL		.57*
DEPT STORE SALES		.57*
>BANKER		.56
>INS AGT/UNDRWRTR		.56
SOC WORKER,MEDIC		.56
STENOGRAPHER		.55
HOME DEMONST AGT		.54
>SOCIAL CASEWORKR		.54
>X-RAY TECHNICIAN		.54
>COUNSELOR,HI SCH		.53
DIETITIAN, ADMIN		.53
>DENTIST		.52
>SOC WORKER,PSYCH		.52
NUTRITIONIST		.51
>PHYS THERAPIST		.51
RELIGIOUS ED DIR		.51
>SOC WORKER,GROUP		.51
>BOOKSTOR MANAGER		.50
DIETITIAN,SCHOOL		.50
DEAN OF WOMEN		.49
>LIBRARIAN		.49
>ACCOUNTANT		.48
HOME EC TCHR COL		.48
OCCUPA THERAPIST		.48
>PHYSICIAN		.47
>PSYCH, CLINICAL		.46
>MATH TCHR,HI SCH		.45
PSYCHOLOGIST		.43
>LAWYER		.42
>AUDIOL/SP PATHOL	.42*	
SOC WORKR,SCHOOL		.41
ELEM SCHL TCHR	.41*	
>NURSE	.41*	
>INTERIOR DECORAT		.40
>SCIENCE TCHR, HS		.39
>INTERIOR DECORAT	.39*	
>COMPUTR PROGRAMR		.38
>SOCIAL CASEWORKR	.38*	
MINISTER	.37*	
>SOC WORKER,PSYCH	.37*	
>SOC WORKER,GROUP	.35	
>COUNSELOR,HI SCH	.33	
>LIBRARIAN	.33	
PODIATRIST	.32	
PSYCHIATRIST	.32	
UNIV PASTOR	.31	
>X-RAY TECHNICIAN	.31	
PEDIATRICIAN	.30	
>PHYS THERAPIST	.30	
YMCA SECRETARY	.30	
OPTOMETRIST	.29	
>PSYCH, CLINICAL	.29	
PSYCH,COUNSELING	.29	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
ENGINEER		.28
AUTO SALESPERSON	.28	
POSTAL CLERK	.28	
>BOOKSTOR MANAGER	.27	
OSTEOPATH	.26	
>PHYSICIAN	.26	
>BOOKKEEPER	.25	
BRICKLAYER	.25	
BUYER	.25	
PHARMACEUT SALES	.25	
TRAVEL AGENT	.25	
TRUCK DRIVER	.25	
>DENTIST	.24	
>FLORIST	.24	
PAINTER, HOUSE	.23	
PERSONNEL MANAGR	.23	
SCHOOL SUPT	.23	
SUPERVSR,INDUSTR	.23	
>LAWYER	.22	
PHARMACIST	.22	
PHOTOGRAPHER	.22	
PSYCH,INDUSTRIAL	.22	
TV REPAIRER	.22	
>ACCT,CERT PUBLIC	.21	
ARCHITECT	.21	
CLOTHIER, RETAIL	.21	
MATHEMATICIAN	.21	
>MATH TCHR,HI SCH	.21	
PLANT NURSRY WKR	.21	
PSYCHOLOGY PROF	.21	
STATISTICIAN	.21	
>BANKER	.20	
>INSURANCE AGENT	.20	
>SCIENCE TCHR, HS	.20	
WELDER	.20	
CARPENTER	.19	
POLICE OFFICER	.19	
REAL ESTATE AGT	.19	
AUTO MECHANIC	.17	
>COMPUTR PROGRAMR	.17	
COUNTY AGRI AGT	.17	
ELECTRICIAN	.17	
MACHINIST	.16	
METEOROLOGIST	.16	
RADIO STATON MGR	.16	
>VETERINARIAN	.16	
CHEMIST	.15	
ENGINEER, ELEC	.15	
ENG,HEAT/AIR CON	.15	
ENG,MINING/METAL	.15	
PLUMBER	.15	
PRINTER	.15	
ENGINEER, CIVIL	.14	
FARMER	.14	
JOURNALIST	.14	
PLUMBING CONTRAC	.14	
ELDG CONTRACTOR	.13	
SALES ENG,HT/AIR	.13	
ENGINEER, MECH	.12	
FORESTER	.12	
ENGINEER, INDUS	.11	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
HOME ECON EDUC		.65*
>ELEMENTARY EDUC		.62*
NURSING		.61*
>FOREIGN LANGUAGE		.60*
SOCIAL SCI, GENL		.60*
BUS ED & COMMERC		.58
>MUSIC & MUSIC ED		.58
>PHYSICAL EDUC		.58
DRAMA		.56
>ENGLISH		.56
HEALTH PROFES		.56
>SOCIOLOGY		.56
>MATHEMATICS		.52
TCHG CATH SISTER		.52
>HISTORY		.51
>PSYCHOLOGY		.51
>BIOLOGICAL SCI		.46
>POLITICAL SCI		.45
>ART AND ART EDUC		.44
>FOREIGN LANGUAGE	.39*	
>ELEMENTARY EDUC	.36*	
>SOCIOLOGY	.35*	
>MUSIC & MUSIC ED	.34*	
>ENGLISH	.32	
>PHYSICAL EDUC	.30	
>ART AND ART EDUC	.29	
>HISTORY	.28	
>PSYCHOLOGY	.28	
PREMED/PHAR/DENT	.26	
>POLITICAL SCI	.24	
>BIOLOGICAL SCI	.22	
>MATHEMATICS	.21	
LAW-GRAD SCHOOL	.20	
BUS MANAGEMENT	.19	
ECONOMICS	.19	
BUS ACCT AND FIN	.18	
BUS & MARKETING	.18	
AIR FORCE CADET	.17	
MILITARY CADET	.17	
ARCHITECTURE	.16	
PHYSICAL SCIENCE	.16	
ANIMAL HUSBANDRY	.15	
ENGINEERING,ELEC	.15	
AGRICULTURE	.14	
ENGINEERING,CHEM	.13	
FORESTRY	.13	
ENGINEERING,CIVIL	.11	
ENGINEERING,MECH	.10	

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M	.21	S	.22
MEI	.22	F	.26
A	.20	C	.07
AEI	.23	MC	.07

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS

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Figure 17. Score report for a woman with sex-typical interests.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME [redacted] FEMALE 10301 DATE 02/16/80

1 UNSCORABLE ITEM

OCCUPATIONAL SCALES	NORMS M	NORMS F
BEAUTICIAN		.52*
OFFICE CLERK		.52*
>BOOKKEEPER		.50*
>X-RAY TECHNICIAN		.50*
>VETERINARIAN		.49*
DENTAL ASSISTANT		.48*
DEPT STORE SALES		.48*
>NURSE		.48*
PRIMARY SCH TCHR		.48*
CARPENTER	.48*	
TRUCK DRIVER	.48*	
BANK CLERK		.47*
SECRETARY		.46*
POSTAL CLERK	.46*	
>PHYS THERAPIST		.45
AUTO MECHANIC	.45*	
PAINTER, HOUSE	.45*	
WELDER	.45*	
HOME DEMONST AGT		.44
HOME EC TCHR COL		.44
>MATH TCHR,HI SCH		.44
>SCIENCE TCHR, HS		.44
BRICKLAYER	.44*	
>NURSE	.44*	
DIETITIAN,SCHOOL		.43
>FLORIST		.43
FARMER	.43*	
MACHINIST	.43*	
NUTRITIONIST		.42
ELECTRICIAN	.42*	
ELEM SCHL TCHR	.42*	
SUPERVSR,INDUSTR	.42*	
>COUNSELOR,HI SCH		.41
DIETITIAN, ADMIN		.41
RELIGIOUS ED DIR		.41
STENOGRAPHER		.41
>BOOKKEEPER	.41	
>MATH TCHR,HI SCH	.41	
PLUMBER	.41	
>BANKER		.40
SOC WORKR,SCHOOL		.40
COUNTY AGRI AGT	.40	
>X-RAY TECHNICIAN	.40	
>DENTIST		.39
>LIBRARIAN		.39
>PHYSICIAN		.39
>SOC WORKER,GROUP		.39
SOC WORKER,MEDIC		.39
MINISTER	.39	
>ACCOUNTANT		.38
>AUDIOL/SP PATHOL		.38
>BOOKSTOR MANAGER		.38
>SOCIAL CASEWORKR		.38
OSTEOPATH	.38	
>PHYSICIAN	.38	
>SCIENCE TCHR, HS	.38	
>PHYS THERAPIST	.37	
TV REPAIRER	.37	
DEAN OF WOMEN		.36
PEDIATRICIAN	.36	
SCHOOL SUPT	.36	
>VETERINARIAN	.36	
OCCUPA THERAPIST		.35

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>AUDIOL/SP PATHOL	.35	
BLDG CONTRACTOR	.35	
>COUNSELOR,HI SCH	.35	
>DENTIST	.35	
PRINTER	.35	
>INS AGT/UNDRWRTR		.34
FORESTER	.34	
YMCA SECRETARY	.34	
>SOC WORKER,PSYCH		.33
>BOOKSTOR MANAGER	.33	
METEOROLOGIST	.33	
PLUMBING CONTRAC	.33	
>COMPUTR PROGRAMR		.32
>BANKER	.32	
BUYER	.32	
PLANT NURSRY WKR	.32	
PHARMACIST	.32	
POLICE OFFICER	.32	
>SOCIAL CASEWORKR	.32	
>LIBRARIAN	.31	
MATHEMATICIAN	.31	
PSYCHOLOGIST		.30
OPTOMETRIST	.30	
>SOC WORKER,GROUP	.30	
>LAWYER		.29
>PSYCH, CLINICAL		.29
CHEMIST	.29	
ENG,MINING/METAL	.29	
>FLORIST	.29	
PSYCHIATRIST	.29	
REAL ESTATE AGT	.29	
UNIV PASTOR	.29	
ENGINEER		.28
>COMPUTR PROGRAMR	.28	
ENGINEER, CIVIL	.28	
>LAWYER	.28	
>SOC WORKER,PSYCH	.28	
STATISTICIAN	.28	
ENGINEER, MECH	.27	
PSYCH,COUNSELING	.27	
PSYCHOLOGY PROF	.27	
ENGINEER, ELEC	.26	
>INSURANCE AGENT	.26	
AUTO SALESPERSON	.25	
ENG,HEAT/AIR CON	.25	
PODIATRIST	.25	
PHARMACEUT SALES	.24	
JOURNALIST	.23	
PERSONNEL MANAGR	.23	
>PSYCH, CLINICAL	.23	
CLOTHIER, RETAIL	.22	
TRAVEL AGENT	.22	
ENGINEER, INDUS	.21	
PHOTOGRAPHER	.21	
>INTERIOR DECORAT		.19
ARCHITECT	.19	
PSYCH,INDUSTRIAL	.19	
SALES ENG,PT/AIR	.19	
RADIO STATN MGR	.18	
>ACCT,CERT PUBLIC	.17	
>INTERIOR DECORAT	.16	

COLLEGE MAJOR SCALES	NORMS M	NORMS F
TCHG CATH SISTER		.48*
NURSING		.45*
HEALTH PROFES		.42*
>PHYSICAL EDUC		.41
>BIOLOGICAL SCI		.39
>MATHEMATICS		.39
>ELEMENTARY EDUC		.38
SOCIAL SCI, GENL		.38
HOME ECON EDUC		.38
AGRICULTURE	.38*	
ANIMAL HUSBANDRY	.37*	
>FOREIGN LANGUAGE		.36
>ELEMENTARY EDUC	.36*	
>HISTORY		.35
>SOCIOLOGY		.35
>FOREIGN LANGUAGE	.34*	
>PSYCHOLOGY		.33
FORESTRY	.33*	
BUS ED & COMMERC		.32
>PHYSICAL EDUC	.32*	
>SOCIOLOGY	.32*	
>MUSIC & MUSIC ED		.30
>ENGLISH		.29
>BIOLOGICAL SCI	.29	
PREMED/PHAR/DENT	.29	
>MATHEMATICS	.28	
PHYSICAL SCIENCE	.27	
>POLITICAL SCI		.26
>HISTORY	.26	
ENGINEERNG,CIVIL	.25	
>ART AND ART EDUC		.24
ENGINEERING,ELEC	.24	
>MUSIC & MUSIC ED	.23	
>PSYCHOLOGY	.23	
ENGINEERING,MECH	.22	
>ENGLISH	.22	
BUS ACCT AND FIN	.21	
ENGINEERING,CHEM	.21	
DRAMA		.20
LAW-GRAD SCHOOL	.19	
AIR FORCE CADET	.19	
BUS MANAGEMENT	.18	
>POLITICAL SCI	.18	
>ART AND ART EDUC	.17	
ECONOMICS	.17	
MILITARY CADET	.17	
ARCHITECTURE	.14	
BUS & MARKETING	.13	

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M	.37	S	.29
MBI	.00	F	.39
W	.40	D	.37
WFI	.01	MO	.50

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS.

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Figure 18. Score report for a woman with male and female sex-typical interests.

Report of Scores — Kuder Occupational Interest Survey — Form DD

NAME [redacted] MALE 111 22 3 4 CC1 CCCC1 DATE 01/23/80

OCCUPATIONAL SCALES	NORMS M	NORMS F
BRICKLAYER	.61*	
WELDER	.59*	
BLDG CONTRACTOR	.57*	
CARPENTER	.57*	
ELECTRICIAN	.57*	
MACHINIST	.57*	
PAINTER, HOUSE	.57*	
PLUMBER	.56*	
PLUMBING CONTRAC	.56*	
SUPERVSR, INDUSTR	.56*	
AUTO MECHANIC	.53	
BUYER	.53	
POLICE OFFICER	.53	
TV REPAIRER	.53	
ENGINEER, CIVIL	.52	
TRUCK DRIVER	.52	
>BANKER	.51	
PLANT NURSRY WKR	.51	
POSTAL CLERK	.51	
ENG, HEAT/AIR CON	.50	
>X-RAY TECHNICIAN	.50	
>BOOKKEEPER	.49	
ELEM SCHL TCHR	.49	
ENGINEER, MECH	.49	
>FLORIST	.49	
FORESTER	.49	
REAL ESTATE AGT	.49	
AUTO SALESPERSON	.48	
>DENTIST	.48	
ENGINEER, ELEC	.48	
ENG, MINING/METAL	.48	
>INSURANCE AGENT	.48	
>NURSE	.48	
PHOTOGRAPHER	.48	
>VETERINARIAN	.48	
ENGINEER, INDUS	.47	
>PHYS THERAPIST	.47	
PRINTER	.47	
SALES ENG, MT/AIR	.47	
TRAVEL AGENT	.47	
CLOTHIER, RETAIL	.46	
FARMER	.46	
OPTOMETRIST	.46	
OSTEOPATH	.46	
PHARMACIST	.45	
ARCHITECT	.44	
>BOOKSTOR MANAGER	.44	
PEDIATRICIAN	.44	
ENGINEER		.43*
>COMPUTR PROGRAMR	.43	
COUNTY AGRI AGT	.43	
METEOROLOGIST	.43	
PERSONNEL MANAGR	.43	
>PHYSICIAN	.43	
RADIO STATON MGR	.43	
SCHOOL SUPT	.43	
>ACCT, CERT PUBLIC	.42	
>MATH TCHR, HI SCH	.41	
PODIATRIST	.41	
>BANKER		.40*
PHARMACEUT SALES	.40	
DIETITIAN, SCHOOL		.39*
>AUDIOL/SP PATHOL	.39	

OCCUPATIONAL SCALES (CONTINUED)	NORMS M	NORMS F
>COUNSELOR, HI SCH	.39	
>LAWYER	.39	
>SCIENCE TCHR, HS	.39	
>ACCOUNTANT		.38*
>PHYS THERAPIST		.38*
CHEMIST	.38	
>INTERIOR DECORAT	.38	
MATHEMATICIAN	.38	
PSYCHIATRIST	.38	
STATISTICIAN	.38	
>BOOKKEEPER		.37*
DIETITIAN, ADMIN		.37*
>INS AGT/UNDRWRTR		.37*
PSYCH, INDUSTRIAL	.37	
>SOCIAL CASEWORKR	.37	
YMCA SECRETARY	.37	
>FLORIST		.36
>X-RAY TECHNICIAN		.36
JOURNALIST	.36	
>SOC WORKER, PSYCH	.36	
BEAUTICIAN		.35
>COMPUTR PROGRAMR		.35
>DENTIST		.35
HOME DEMONST AGT		.35
OCCUPA THERAPIST		.35
BANK CLERK		.34
>PHYSICIAN		.34
SOC WORKR, SCHOOL		.34
PSYCH, COUNSELING	.34	
>SOC WORKER, GROUP	.34	
DENTAL ASSISTANT		.33
>NURSE		.33
OFFICE CLERK		.33
>PSYCH, CLINICAL	.33	
SECRETARY		.32
>LIBRARIAN	.32	
PSYCHOLOGY PROF	.32	
>AUDIOL/SP PATHOL		.31
HOME EC TCHR COL		.31
NUTRITIONIST		.31
PRIMARY SCH TCHR		.31
>SOC WORKER, GROUP		.31
>BOOKSTOR MANAGER		.30
DEPT STORE SALES		.30
>LAWYER		.30
>SOC WORKER, PSYCH		.30
>INTERIOR DECORAT		.29
>MATH TCHR, HI SCH		.29
STENOGRAPHER		.29
>VETERINARIAN		.29
MINISTER	.29	
PSYCHOLOGIST		.28
>SOCIAL CASEWORKR		.28
SOC WORKER, MEDIC		.28
DEAN OF WOMEN		.27
>PSYCH, CLINICAL		.27
>SCIENCE TCHR, HS		.27
>COUNSELOR, HI SCH		.26
UNIV PASTOR	.26	
>LIBRARIAN		.24
RELIGIOUS ED DIR		.22

COLLEGE MAJOR SCALES	NORMS M	NORMS F
ENGINEERNG, CIVIL	.50*	
ANIMAL HUSBANDRY	.47*	
AGRICULTURE	.46*	
ENGINEERING, MECH	.46*	
FORESTRY	.46*	
ENGINEERING, ELEC	.45*	
BUS MANAGEMENT	.44*	
MILITARY CADET	.44*	
>PHYSICAL EDUC	.43	
AIR FORCE CADET	.43	
>ELEMENTARY EDUC	.41	
BUS ACCT AND FIN	.40	
ARCHITECTURE	.39	
BUS & MARKETING	.39	
ECONOMICS	.39	
ENGINEERING, CHEM	.38	
>MATHEMATICS	.38	
PREMED/PHAR/DENT	.37	
PHYSICAL SCIENCE	.36	
>PHYSICAL EDUC		.35*
HEALTH PROFES		.34*
HOME ECON EDUC		.34*
>MATHEMATICS		.34*
>BIOLOGICAL SCI	.34	
LAW-GRAD SCHOOL	.34	
>SOCIOLOGY	.34	
BUS ED & COMMERC		.33*
>PSYCHOLOGY	.32	
>MUSIC & MUSIC ED	.31	
NURSING		.30*
>ART AND ART EDUC	.30	
>FOREIGN LANGUAGE	.30	
>HISTORY	.30	
>BIOLOGICAL SCI		.29*
>HISTORY		.29*
>POLITICAL SCI	.29	
SOCIAL SCI, GENL		.28
>POLITICAL SCI		.28
>ELEMENTARY EDUC		.27
TCHG CATH SISTER		.27
>PSYCHOLOGY		.26
>SOCIOLOGY		.26
>MUSIC & MUSIC ED		.25
>ART AND ART EDUC		.24
>FOREIGN LANGUAGE		.24
DRAMA		.23
>ENGLISH		.18
>ENGLISH	.18	

V 83

M	.51	S	.39
MEI	.05	F	.52
M	.34	O	.22
MEI	.05	MO	.32

Your scores are reported to you in rank order, on all scales. They show to what extent the choices you marked were like those typical of satisfied people in the occupations and college majors listed. Your top scores are followed by an asterisk (*). (For additional information and for an alphabetical list of scales, see the other side of this report.)

> INDICATES TWIN SCALES, WITH SCORES IN M AND F COLUMNS

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Figure 19. Score report for a male with sex-typical interests.